

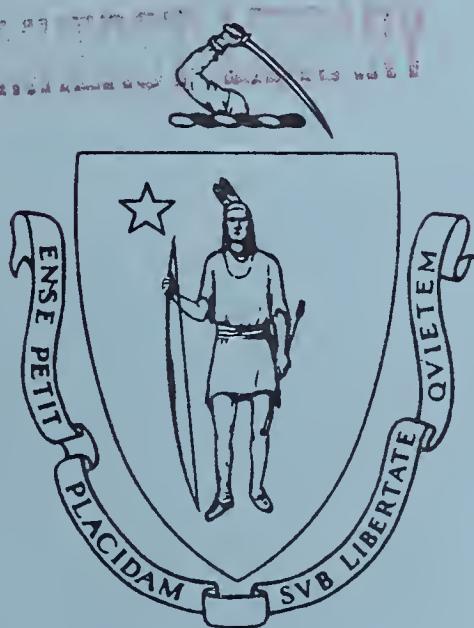
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01 Annual Report,
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MASSACHUSETTS GOVERNOR'S

COMMISSION ON THE STATUS OF



WOMEN

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**COMMISSION REPORT
JUNE, 1976**

PUBLICATION OF THIS DOCUMENT APPROVED BY ALFRED C. HOLLAND, STATE PURCHASING AGENT.

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THE COMMONWEALTH OF MASSACHUSETTS
GOVERNOR'S COMMISSION ON THE STATUS OF WOMEN
ROOM 1105 • 100 CAMBRIDGE ST. • BOSTON 02202 • 617/727-6693

MICHAEL S. DUKAKIS
GOVERNOR

TO: The Honorable Michael S. Dukakis, Governor of
the Commonwealth of Massachusetts

and

TO: The Legislature, Cabinet Secretaries, Constitutional
Officers, and Citizens of Massachusetts

Since 1971 this Commission has worked in a variety of ways to improve the status of women in the Commonwealth. The Commission's work this year has been facilitated by the strengthened mandate of Executive Order 119. The reports herewith submitted summarize the activities of the Commission during 1975-76.

These reports represent the dedicated efforts of a great many people. As Chair, I wish to express my appreciation to all those who worked on and with the Commission: appointed members, ex-officio and associate members, Commission staff and interns, and the many citizens of the Commonwealth who brought particular concerns to the attention of the Commission and who joined with us in many endeavors.

Many of the problems discussed in these reports will require increased allocation of attention and resources for many years. We hope this report will lead to the more accurate definition of those problems and provide guidance for short term strategies to assist those individuals in need, as well as for long term planning of policies to eradicate inequality.

Respectfully submitted
for the Commission on
the Status of Women

Rose Olver

Rose Olver, Chair

COPY

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COMMONWEALTH OF MASSACHUSETTS

By His Excellency

MICHAEL S. DUKAKIS

Governor

EXECUTIVE ORDER NO. 119

(Revoking and superseding Executive Order No. 81 as
amended by Executive Order No. 92)

WHEREAS, it is in the interest of our Commonwealth to promote the economy, security and social well-being of our people through the most efficient and effective utilization of the skills of all persons; and

WHEREAS, the full realization of women's basic rights should be respected and fostered as part of our commitment to human dignity, freedom and democracy; and

WHEREAS, women should be assured the opportunity to develop their capabilities and fulfill their aspirations on the basis of their individual merit, free from limitations based on sex; and

WHEREAS, it is the responsibility of the Commonwealth acting through its appropriate agencies to assure equal treatment on the basis of sex in public and private employment and to develop services which will enable all women to maximize contribution to the world around them;

NOW THEREFORE, I, Michael S. Dukakis, Governor of the Commonwealth, by virtue of the authority vested in me as Supreme Executive Magistrate, do hereby order as follows:

1. There is hereby created a commission, to be known as the Governor's Commission on the Status of Women, to consist of forty members appointed by the Governor for terms of one year, representing, among others, the following segments of the community: business, government, labor, education, the health professions and social welfare services.

The Governor shall name one of the appointed members as Chairperson and as Deputy Chairperson. Any vacancies which may occur shall be filled by the Governor. In addition, the Commissioners of Administration, Community Affairs, Labor and Industries, Public Health, Mental Health, Public Welfare, Commerce and Development, Education, the Director of the Division of Employment Security, the Director of the Division of Civil Service, the Director of the Office for Children, the Commission of Youth Services, and the Chairperson of the Massachusetts Commission Against Discrimination, or their respective designees, shall serve as ex-officio members of the Commission.

2. There shall be an Executive Committee consisting of the Chairperson and the Deputy Chairperson of the Commission and the Chairpersons of the Commission's Task Forces, plus additional members (up to eight) agreed to by the Commission. The tasks of the Executive Committee shall be to coordinate positions to the full Commission; to set the agenda for Commission meetings; to act as spokespersons for the Task Forces which they represent; to formulate Commission policy under extraordinary circumstances, when the entire membership cannot be convened.

3. The Commission shall meet at regular intervals and may hold hearings and seminars in various parts of the Commonwealth.

4. The Commission may form sub-committees from its own membership and may call upon task forces from outside its own membership for research and recommendations related to the functions of the Commission.

5. The Commission shall have the following functions and responsibilities:

A. To survey and evaluate all statutes of the Commonwealth and all governmental programs and practices, relating to the employment, health, education and welfare of women, to examine the adequacy thereof, and to make recommendations to the Governor for such changes as the Commission may deem necessary.

B. To investigate the need for new and expanded services that may be required for women as wives, mothers and workers, including education, counselling, training and retraining, home services and arrangements for the care of children of mothers who are or seek to be employed, and to make recommendations to the Governor with respect thereto.

C. To work in a variety of ways to see that the recommendations of the Commission are enacted into law, and to oversee the implementation of such legislation throughout the Commonwealth.

D. To use the human resources of the Commission to educate all of the citizens of the Commonwealth, including elected and appointed officials, regarding the issues of importance to the women of the Commonwealth.

6. The Commission shall receive the cooperation of all state departments and agencies in carrying out its activities.

Given at the Executive Chamber in Boston this sixth day of August in the Year of our Lord, one thousand nine hundred and seventy-five and of the Independence of the United States the two hundredth.

MICHAEL S. DUKAKIS
Governor
Commonwealth of Massachusetts

PAUL GUZZI
Secretary of the Commonwealth

GOD SAVE THE COMMONWEALTH OF MASSACHUSETTS

MEMBERS, GOVERNOR'S COMMISSION ON THE STATUS OF WOMEN
1975-1976

Rose Olver, Chair
Amherst

Ethel Sadowsky, Deputy Chair
Brookline

Roberta Benjamin, Belmont

Pamela Lee Lowry, Milton

Ruth Benjamin, Malden

Sally Lunt, Weston

Theresa Burrill, Sagamore

Linda McInerney, Tyngsborough

Carol Chandler, Boston

Christine Miller, Cambridge

Ann Marie Connor, Hingham

Brian Murphy, Boston

Lillian P. Corbin, Dorchester

Gloria Coney Nelms, Boston

Rayleen Craig, Boston

Sister Sheila O'Friel, So. Boston

Charlotte Dalrymple, Winthrop

Leslie Paul, Longmeadow

Janet DesChenes, Fitchburg

Mikki Ritvo, Cambridge

Carole Donlon, Wellesley

Charlene Rivera, Jamaica Plain

Sonya Hamlin, Marblehead

Sofia Rodriguez, Boston

Marcella Hubbard, Marblehead

Patricia Sackrey, Northampton

Virginia Hurley, Boston

Mary Sampas, Lowell

Hanna Inglese, Revere

Marjorie Schiller, Hingham

Ann Kendall, Cambridge,

Betty Taymor, Newton

Muriel Knight, Boston

Judith Till, Pittsfield

Miriam Krieg, Framingham

Barbara Ehrlich White, Lexington

Nancy Lawton, Worcester

MarDee Xifaras, New Bedford

Karen Lindsey, Somerville

Ruth Zucco, Agawam

EX-OFFICIO MEMBERS
1975-1976

SENATORS

Anna Buckley
Brockton

Mary Fonesca
Fall River

REPRESENTATIVES

Carol Amick
Bedford

Mary Goode
Boston

Doris Bunte
Boston

Iris Holland
Longmeadow

Eleanor Campobasso
Arlington

Marie Howe
Somerville

Genevra Counihan
Concord

Elizabeth Metayer
Braintree

Mary Fantasia
Somerville

Elaine Noble
Boston

Ann Gannett
Wayland

Lois Pines
Newton

Karen Swanson
Brockton

WOMEN'S LEGISLATIVE CAUCUS STAFF

Susie Ells

Ruth Ferguson

EX-OFFICIO DESIGNEE MEMBERS
1975-1976

Norma Babier
Department of Public Health

Christina Crowe
Department of Public Welfare

Sally Dias
Department of Education

Alice Jelin
Department of Commerce and Development

Barbara Hann
Division of Recruitment and Referral
Personnel Administration

Regina Healy
Massachusetts Commission Against Discrimination

Diane Hinzpeter
Civil Rights Division
Attorney General's Office

Honora Kaplan
Department of Mental Health

Dorothy Levey
Office for Administration and Finance

Marguerite Lopes
Commission on Youth Services

Donna Makin
Office for Children

Carol Moore
Office of Community Affairs

Barbara Rouse
Civil Rights Division
Attorney General's Office

Genevive Schiffmacher
Department of Labor and Industries

Dorothy Sullivan
Division of Employment Security

Phyllis Wolper
Division of Civil Service
Personnel Administration

ASSOCIATE MEMBERS
1975-1976

Betty Allen Reading	Joan Callan Boston
Diana Altman Newtonville	Maudyea M. Campbell Newton
Debra Amidon Wellesley	Emily A. Carey Allston
Linda K. Amos Boston	Virginia Conrad Amherst
Anne Arsenault Lexington	Janet Cooledge Agawam
Vivian Barfield Shutesbury	Alicia Coletti Quincy
Vilma Barr Boston	Ruth Cowin Cambridge
Ann Barron Framingham	Hetty Cramer Chestnut Hill
Barbara Bell Boston	Marcy Crowley Wayland
Mildred Berman Everett	Jane Curto Brookline
Gwen Blodgett Northampton	Sondra Darling Dorchester
Linda Bloom Boston	Marsha Della Giustina Watertown
Louise Bowditch Brookline	Shirley Dunbar Wollaston
Jane Bowers Boston	Dr. Ann Duncan Glasgow Boston
Paula Brown Newton	Ramona Edelin Boston
Barbara Burges Boston	Stephanie Fan Brookline
Jennifer Burges Allston	

Jeffrey Ferris Boston	Elaine Kohn Boston
Cathy Flannery Boston	Lisa Krock Leominster
Elsie Franklin Dorchester	Patricia Kuh Cambridge
Jan Gadson Boston	Selma Lamkin Mattapan
Aura Garfunkel Winthrop	Patricia Landry Roxbury
Mary Giles North Hampton	Brenda Lansdown Cambridge
Judy Gillan Northhampton	Lucille Layton Springfield
Janis Gogan Cambridge	Judith Le Blanc Springfield
Patricia Gold Watertown	Marilyn Lee Greenfield
Jeri Goldberg Waltham	Suzanne Lee Newton
Mildred Griffith Boston	Sherrie Leibowitz Somerville
Judith Grubbs Dorchester	Susan Leighton Deerfield
Ann Gyorgy Montague	Eleanor Luben Wellesley
Antoinette Hatfield Wayland	Marcia McCann Wilbraham
Pauline Hogan Boston	Diane Marten Somerville
Theodora Joor Mattapan	Dorothy Miller Needham
Ester Kahn Chestnut Hill	Natalie Miller Lexington
Dr. Courtney Kazden Cambridge	Mary Moon W. Springfield

Maria Morrison Cambridge	Edna Sexton Worcester
Ann Nolan Brighton	Ruth Shane Boston
Judy Norsigian Watertown	Jeanne Speizer Newton
Catherine O'Donnell Boston	Naomi Sherber Haverhill
Shirley Perry Manchester	Reyko Shiraishi Boston
Betty Pultz Wayland	Ethel Sidney Somerville
Estelle Quinlan Boston	K. Smith Ashfield
Susan Reverby Cambridge	Elizabeth Sommers Boston
Karen Rice Cambridge	Gale Stein Brookline
Cate Riley Medford	Paula Stevens Allston
Leona Riskin Jamaica Plain	Sandra Sullaway Cambridge
Angeles Rodriguez Boston	Norma Swenson Newton
Sofia Rodriguez Boston	Sharon Talaber Northampton
Trish Sacks Northampton	Sherrie Talmadge Boston
Ruth Saris West Roxbury	Helen Tewksbury Winthrop
Barbara Schauer Lunnenberg	Lenore Troxel Boston
Joan Schuman Boston	Grace Vacary Brookline
Karen Schibinico Peabody	Ruth Werman Boston
Barbara Searcy Boston	Harriet White Dedham
Kathryn Seay Boston	Mary Jane Yurchak Brookline

STAFF
1975-1976

Martha Britt Ellis

Karen Joseph

Loretta Westerhoff

Marcia Kartzman

Ann Cooper

INTERNS
1975-1976

Diane Aboulafia
Boston University

Sally Harrison
Suffolk University Law School

Lisa Alberghini
University of Massachusetts, Amherst

Linda Kaplan
Pine Manor Junior College

Darcy Bradbury
Radcliff College

Marian Lebowitz
Dartmouth College

Marylou Brewster
Emanuel College

Andrea Levere
Brown University

Tita Bryant
Wellesley College

Darla Long
Boston University Law School

Mary Casseso
Northeastern University

Vivian Pliner
Wellesley College

Betsy Curtis
Wellesley College

Mimi Stewart
Hampshire College

Denise Dourdeville
Suffolk University Law School

Debbie Virtue
Simmons College

Commission Minutes

Most Commission business takes place between the monthly meetings: at task force meeting, in the office work handled by staff, interns and volunteers, by individual investigation and effort, at Executive Committee meetings, and at special Commission events. But it is at the full Commission meetings that direction is charted, goals are established, action is planned, issues are debated, reports are made, progress is monitored, and public statements are prepared, so that a brief overview of the meetings of 1975-76 is a valuable method of assessing the year.

July 21, 1975

After Governor Dukakis had sworn in the members, they met briefly, introducing themselves, and indicating their areas of interest. Prominent among the areas mentioned were maintenance of strict regulations for Chapter 622, and working for passage of the Massachusetts State Equal Rights Amendment.*

An interim board was nominated and approved to interview for the two staff positions. Serving on the interim board, in addition to the Chair and Deputy Chair were Ruth Benjamin, Sister Sheila O'Friel and Sally H. Lunt.

August 11, 1975

The new Executive Order, No. 119, setting forth the role of the Commission, was presented. Chair Rose Olver explained that the order places more emphasis on all the women of the Commonwealth, modifies the appointment of ex-officio members, and changes the composition of the Executive Committee so that more responsibility is given to the full Commission.

The report of the interim board, nominating Britt Ellis as Executive Director, was unanimously accepted.

Commissioners suggested areas of interest for study and action, establishing priority areas: Health; Political Power; ERA; Employment of Older Women; Women and Work; and Welfare. Conveners for these groups were asked to call meetings before September 22 to set priorities for the year. It was agreed that there would not be a task force on ERA. It was suggested that a standing committee on hearings be created.

September 22, 1975

The Chair noted that while Executive Order 119 and Robert's Rules of Order provided general guideline for the conduct of Commission business, there were details which could be clarified by specific by-laws. A by-laws committee was nominated, and Commissioners voted to accept the slate: Roberta Benjamin, Chair; Ann Marie Connor; Marjorie Schiller.

Convenors of task forces reported on work since August meeting. Health, chaired by Sally H. Lunt, projected a focus on health examinations in state-financed centers; on the balance of information provided by family planning and pregnancy counseling agencies; and on adequacy in diagnosis of V. D.

*The restraints imposed on the Commission by the Campaign Finance Act became clear as the year progressed, and therefore activities were restricted to a training session for the commission, and an endorsement voted by the Commission. However, no monies.

September 22, 1975 (cont.)

MarDee Xifaras reported that the Women and Work Task Force would consider issues in both public and private sectors; she outlined some specific areas of concern, addressing the need to find ways to enable members from a wide geographic area to work together.

Rayleen Craig, Chair of the Education Task Force, announced that this group had set up three subcommittees: elementary and secondary education; higher education; and desegregation.

Miriam Krieg, convener of the Task Force on Concerns of Older Women, indicated that this group would focus on passage of specific legislation such as S 825, providing for inclusion of older women in the CETA programs, and on developing additional helping agencies for older women.

The motion was made, seconded and passed that each Task Force include at least five appointed members of the Commission. The four Task Forces which reported were duly established by vote of the Commission, and their chairs, Sally H. Lunt for Health; Rayleen Craig for Education; MarDee Xifaras for Women and Work; and Miriam Krieg for Concerns of Older Women. Task Force Chairs became members of the Executive Committee.

Members endorsed the passage of the Divorce Reform Bill and of S 1961, concerning admissible evidence in rape cases. Information was presented on proposed federal credit regulations. A statement opposing certain aspects of those regulations was drafted and sent to the Chair of the Board of Governors for the Federal Reserve System.

The Commission endorsed "Blueprints for Women", a project of Partners in the Americas. It was also voted to make known the endorsement for full funding for the Massachusetts Commission Against Discrimination to appropriate officials.

October 18, 1975

At this Springfield meeting, the business of the Commission was quickly conducted and included reports from Task Force Chairs, information on pending legislation, and consideration of requests for Commission support. The remainder of the meeting was devoted to an open hearing and discussion of matters of local concern.

November 17, 1975

Several reports on the efforts of individuals and groups were presented. The Chair reported that she had met with Dolores Mitchell, the Governor's Cabinet Coordinator, and that Commissioners were invited to attend cabinet meetings. The Chair reported on a productive meeting with the Women's Legislative Caucus. Louis Murray, Director of Community Services announced the appointment of Charles Dotten as Director of Affirmative Action. Members were briefed on the Human Services budget, which was passed with some of the increases which the Commission had urged.

November 17, 1975 (cont.)

Reports were made by the Task Forces on Older Women, and on Women and Work. Ruth Zucco discussed her progress in convincing employers to provide flexible working hours for mothers; Pat Sackrey reported on efforts to increase the amount of food grown in Massachusetts and to provide jobs linked with food production as an alternative to public assistance.

Marcella Hubbard, Charlene Rivera and Sofia Rodriguez, official Commission representatives to "Blueprints for Women", presented their report. Sonya Hamlin provided a brief description of the Blueprints project.

Then small groups were formed to attempt to establish goals for the full Commission which would transcend the goals of the Task Forces and Support Committees. It was agreed that the small group discussions would continue in December.

December 15, 1975

The focus was on the small group discussions which were carried over from the November meeting. The purpose, at the mid-point in the Commission year, was to re-assess and redefine priorities, to develop effective methods of directing energy, and to use official status to ensure that defined goals are realized. While the individual groups took somewhat divergent positions, several common goals emerged: establishment of closer working ties with women legislators; finding methods of making direct input into the budget at the beginning of the process, reflecting a special perspective; joining with other women's groups to work on pending legislation; developing methods for effective use of interns' talents and strengths; filling the Executive Committee vacancies.

In addition to those discussions, the Commissioners were given two responses to the request of the Civil Liberties Union of Massachusetts for support of the Women's Rights Project. Members were asked to be prepared to respond in writing to a support statement drafted by the staff.

January 25, 1976

In lieu of a regular meeting, many Commissioners attended a training session on the State ERA.

February 9, 1976

A motion was made and seconded that the Commission reaffirm its endorsement of the State Equal Rights Amendment. Roberta Benjamin spoke for the motion; Ann Connor, against. Following their presentations were statements and discussions from the floor, and a vote was taken. The motion was passed 18 to 3.

It was moved and passed to request the Equal Rights Amendment Legislative Commission to make public its report on the impact of the amendment on current statutes, prior to the November 1976 referendum.

The following slate nominated by the Executive Committee was presented to fill vacancies on that committee: Ruth Benjamin, Carole Donlon, Christine Miller, Charlene Rivera. Nominations were made from the floor. A written ballot was distributed and the slate was elected as presented

February 9, 1976 (cont.)

Ann Connor reported that members would receive copies of proposed by-laws for comment and revision.

Ex-Officio member Sally Dias informed members of S 211, which would limit the impact of Chapter 622. The Deputy Chair appointed a committee to draft a letter in opposition to S 211.

March 15, 1976

Attention focused on current legislation deemed important to women. A coalition of women's groups upon which Christine Miller and Andrea Levere served, undertook to read and assess all new-filed bills. The packet of priority legislation presented to the Commission was adopted after questions for clarification from the floor. It was voted to follow up this action by sending a letter of Commission position to the Governor and to chairs of appropriate committees; by testifying and providing information at committee hearings; by contacting legislators individually and collectively when an issue came to the vote; and by issuing press notices.

MarDee Xifaras, Marjorie Schiller, and Carol Chandler were given a vote of thanks for the extremely successful and productive Forum in Fall River on March 6.

April 12, 1976

The Chair indicated that the Executive Committee had acted on recent Veteran's Preference rulings. The Commission unanimously voted: "The Governor's Commission on the Status of Women endorses the position of the Executive Committee on the issue of Veteran's Preference that opposes the appeal of the recent court decision of the case of Feeney vs. Commonwealth, declaring absolute veterans' preference unconstitutional."

After considerable discussion the Commission voted: "The Governor's Commission on the Status of Women supports the legislation of a time-limited point preference system. The Commission expresses the strong feeling that this be applied to open competitive examinations only."

Loretta Westerhoff reported on the Women in Housing Conference and the Chair appointed a Committee to study further the issue of housing as it applied to Massachusetts women.

The Commission drafted and adopted a statement, to be sent to the press, the Governor, the Mayor of Boston, and the City Council, deplored the recent instance of violence directed against Mr. Theodore Landsmark.

May 17, 1976

The Commission adopted a statement of its budget priorities for the Commonwealth. These recommendations comprise a first step in the Commission's participating more actively and meaningfully in the budgetary process. In adhering to the Governor's July 21, 1975 statement to the Commission, the recommendations reflect a concern for the problems of women who work, not in the high visibility, prestige jobs, but in the factories, homes, stores and offices. In addition, the priorities also focus on problems of women who cannot or are not working because they are raising children or because they lack necessary training, education or services.

May 17, 1976 (cont.)

The budget priorities, the result of study, research and interviews by Darcy Bradbury, were forwarded to the state officials after their adoption by the Commission. (See Appendix)

The Task Forces and Committees presented final reports. Andrea Levere reported on the completion of a pamphlet on the legal history of women in the state, to be translated into Spanish and Portuguese, printed and disseminated.

The Commission adopted by-laws, with slight revisions, as presented by the By-laws Committee.

As in all summaries, the specifics are not recorded. It is in these specifics of the Commission year - reading 4,000 pieces of proposed legislation, meeting with the textbook publishers, interviewing agency heads, joining with like minded groups for greater impact, testifying before legislative committees, drafting statements, travelling across the Commonwealth, responding to myriad requests, that the achievement of the Commission resides.

BY-LAWS

Governor's Commission on the Status of Women

Section 1. PURPOSES AND FISCAL YEAR

1.1 Purposes. The purposes of the Governor's Commission on the Status of Women (hereinafter "the Commission"), as set forth in Executive Order #119, are as follows:

WHEREAS, it is in the interest of our Commonwealth to promote the economy, security and social well-being of our people through the most efficient and effective utilization of the skills of all persons; and

WHEREAS, the full realization of women's basic rights should be respected and fostered as part of our commitment to human dignity, freedom and democracy; and

WHEREAS, measures that contribute to the advancement of women will serve to advance the general welfare of all people; and

WHEREAS, women should be assured of the opportunity to develop their capabilities and fulfill their aspirations on the basis of their individual merit, free from limitations based on sex; and

WHEREAS, it is the responsibility of the Commonwealth acting through agencies to assure equal treatment on the basis of sex in public and private employment and to develop services which will enable all women to maximize contribution to the world around them.

The Governor's Commission on the Status of Women shall have the following functions and responsibilities:

A. To survey and evaluate all statutes of the Commonwealth and all governmental programs and practices, relating to the employment, health, education and welfare of women, to examine the adequacy thereof, and to make recommendations to the Governor for such changes as the Commission may deem necessary.

B. To investigate the need for new and expanded services that may be required for women as wives, mothers and workers, including education, counselling, training and retraining, home services and arrangements for the care of children of mothers who are or seek to employed, and to make recommendations to the Governor with respect thereto.

C. To work in a variety of ways to see that the recommendations of the Commission are enacted into law, and to oversee the implementation of such legislation throughout the Commonwealth.

D. To use the human resources of the Commission to educate all of the citizens of the Commonwealth, including elected and appointed officials, regarding issues of importance to the women of the Commonwealth.

1.2 Fiscal Year. The fiscal year of the Commission shall, unless otherwise decided by the Governor of the Commonwealth of Massachusetts (hereinafter "the Governor"), commence on the first day of July and end on the thirtieth day of June in each year.

Section 2. MEMBERSHIP

2.1 Commissioners, Number, Appointment. The Governor shall annually appoint, as per Executive Order #119, forty persons to serve for a one year term as Commissioners. Included in that number shall be a Chair and a Vice-Chair specifically appointed by the Governor, the Chair and Vice-Chair serving a one-year term as Commissioners and as the Executive Officers of the Commission.

2.2 Other Commission Members. In addition to Commissioners, the Governor or an authorized representative may appoint, in their discretion, any other persons deemed appropriate to serve as members of the Commission.

(a.) The formal membership of the Commission is confined to these persons appointed by the Governor or his authorized representatives. Participation, in the work of the Commission, however, is open to all women and men who are residents of the Commonwealth of Massachusetts.

2.3 Tenure. Each member of the Commission shall hold office until the thirtieth day of June of the year following appointment and until his or her successor is appointed, or until he or she sooner dies, resigns, is removed, or becomes disqualified.

2.4 Powers, Duties, and Rights. In addition to the duties provided in Section 1.1 and other such powers and rights as are vested in them by these by-laws, members of the Commission shall:

- (a.) Serve as representatives of the Commission in their respective communities and as spokespersons on issues and concerns of women in the Commonwealth, and
- (b.) participate on a regular basis in the activities of the Commission, and
- (c.) have full voice and vote at all Commission meetings.
- (d.) determine Commission policy.

1. It was the original and strong recommendation of the by-laws committee that full voting privileges be accorded to Commissioners only, with other Commission members having voting rights within the task forces and full voice but no vote on policy issues. This recommendation was based on our perception that Commissioners were directly responsible to the Governor for the activites and policy recommendations made by the Commission; other members (often serving as designees from the Cabinet) performed an advisory function. Recently, in an opinion to Chair Rose Olver, the Governor had indicated his desire to accord voting rights to all Commission members, thus by-law 2.4(c.).

2.5 Resignation. A member may resign by delivering written

resignation to the Governor and to the Commission Chair. Unless otherwise determined by the Governor, such resignation shall be effective upon receipt, and acceptance thereof shall not be necessary to make it effective.

- 2.6 Vacancies. Any vacancy in the membership may be filled by the Governor or his authorized representative. Each successor shall hold office for the unexpired term or until he or she sooner dies, resigns, is removed, or becomes disqualified. The members shall have and may exercise all their powers notwithstanding the existence of one or more vacancies in their number.

Section 3. MEETINGS

- 3.1 Organizational Meeting. The organizational meeting of the members shall be held immediately after their swearing-in. At that meeting, each member of the Commission shall be given prior policy statements of the Commission and a set of those by-laws to be proposed for adoption at the next regular meeting.
- 3.2 Regular Meetings. Regular meetings of the Commission shall be held monthly, at a time and place designated by the Chair.
- 3.3 Special Meetings. Special meetings of the Commission may be held at a time and place designated by the Chair. Special meetings may be called by the Chair or upon written application of any ten members.
- 3.4 Minutes. Minutes of all Commission meetings shall be taken by the Executive Director and mailed to all members of the Commission.
- 3.5 Call and Notice.
- (a.) Organizational and Regular Meetings. Reasonable notice of the time and place of the organizational and regular meetings of the members shall be sent to each member.
- (b.) Special Meetings. Notice of the time and place of special meetings of the members shall be sent out to all members at least 10 full days prior to such meetings. Such notice shall specify the purpose of the meeting.
- 3.6 Quorum. At any meeting of the members, ten Commissioners then in office shall constitute a quorum. Any meeting may be adjourned to a date not more than 30 days subsequent by a majority of the vote cast upon the question, whether or not a quorum is present, and the meeting may be held as adjourned without further notice.
- 3.7 Action by Vote. Each member shall have one vote. When a quorum is present at any meeting, a majority of the votes properly cast by members present shall decide any question, except that revision or reversal of prior policy statement and modification of the by-laws shall require 2/3 of the votes properly cast by members present.

Section 4. EXECUTIVE COMMITTEE

- 4.1 Membership and Election. The executive Committee shall consist of the Chair and Vice-Chair of the Commission, the Chair of four Task Forces, and four members of the Commission elected at large. The Executive Director of the Commission shall serve ex-officio as a member of the Executive Committee.
- (a.) Election of At-large Executive Committee Members. At the first regular meeting of the Commission, following the selection of Task Force chairs, the Chair shall request nominations for the positions of at-large Executive Committee members; the names of the nominees shall be placed on a ballot and mailed to all members. Those four nominees receiving the highest number of votes shall be deemed elected.
- (b.) Treasurer. The Chair shall appoint from the membership of the Executive Committee a fiscal advisor. The Executive Director of the Commission shall serve as Financial Officer of the Commission.
- 4.2 Resignation. A member of the Executive Committee may resign by delivering a written resignation to the Chair. Such resignation shall be effective upon receipt.
- 4.3 Vacancies. Any vacancy in the Executive Committee may be filled by a member of the Commission appointed by the Chair. Such appointment shall be ratified by vote of the Commission.
- 4.4 Powers. The Executive Committee shall be responsible for preparing and setting the agenda of each meeting, developing plans to implement policy, and co-ordinating the activities of the task forces and the membership. The Executive Committee may establish such ad-hoc committees and standing committees as it deems appropriate to fulfill its responsibilities. The Executive Committee shall also be responsible for the hiring and dismissal of the Executive Director, and, in conjunction with the Governor or his authorized representative, for annually reviewing that position and salary level.
- 4.5 Regular Meetings. Regular meetings of the Executive Committee shall be held at a time and place designated by the Chair and shall be open to all members of the Commission.
- 4.6 Special Meetings. Special meetings of the Executive Committee may be held at a time and place designated by the Chair and shall be open to all members of the Commission. Special meetings may be called by the Chair, any three members of the Executive Committee, or any ten members of the Commission.
- 4.7 Minutes. Minutes of all Executive Committee meetings shall be taken by the Executive Director and mailed to all members of the Commission.
- 4.8 Call and Notice. Reasonable notice of time and place of both the regular and special meeting of the Executive Committee shall be sent out to all members of the Commission.

- 4.9 Quorum. At any meeting of the Executive Committee, a majority of the members then serving shall constitute a quorum.
- 4.10 Action by Vote. When a quorum is present at any meeting of the Executive Committee, a majority of the members then present and voting shall decide any question unless otherwise provided by these by-laws.

Section 5. TASK FORCES

- 5.1 Number Nature of Establishment. At the first regular meeting of the Commission, the membership shall determine the subject areas and scope of the Task Forces to be established, except that in no event shall a Task Force be established unless at least two Commissioners and three other members of the Commission are willing to serve on that Task Force.
- 5.2 Chair. As soon as practical after established, the Task Forces shall meet and elect a Chair, who shall be a Commissioner. The Chair of the Task Force shall preside at meetings of that Task Force and shall serve as a member of the Executive Committee.
- 5.3 Membership. Membership in the Task Force is open to all Commission members, who shall have full voting rights. Membership in the Task Forces is also open to other persons who are residents of the Commonwealth of Massachusetts and who shall have voting rights at the discretion of the Task Force Chair.
- 5.4 Power. The Task Forces shall have the power and responsibility to implement Commission policy in specific areas. Policy issues may be recommended by the Task Forces, but policies of the Commission shall be decided by the membership of the Commission.
- 5.5 Meetings. Regular and Special meetings shall be called at a time and place designated by the Task Force Chair.
- 5.6 Call and Notice. Reasonable notice of the time and place of regular and special meetings of the Task Force shall be sent to each Task Force member.
- 5.7 Quorum. At any meeting of the Task Force, 1/3 of the members then serving and with voting rights shall constitute a quorum.
- 5.8 Action by Vote. When a quorum is present at any meeting of the Task Force, a majority of the members present and voting shall decide any question unless otherwise provided by these by-laws.

Section 6. AD HOC AND STANDING COMMITTEES

- 6.1 Establishment. The Executive Committee may establish any ad-hoc and standing committees it deems appropriate for furthering the goals of the Commission or to facilitate the activities of the Commission.
- 6.2 Chair. The Chair of any standing or ad-hoc committee shall be appointed by the Chair of the Commission.
- 6.3 Membership. Membership in an ad-hoc or standing committee shall be open to all Commission members, who shall have full voting rights. Membership in such committees is also open to other persons who are residents of the Commonwealth of Massachusetts and who shall have voting rights at the discretion of the Chair of such committee.
- 6.4 Powers. The powers of the ad-hoc and standing committees shall be determined by the Executive Committee. Such committee shall report directly to the Executive Committee.
- 6.5 Meetings. Meetings shall be called at a time and place designated by the Chair of the Committee.
- 6.6 Call and Notice. Reasonable notice of the time and place of all meetings of such committees shall be sent to each member of the Committee.
- 6.7 Quorum. At any meeting of the Committee, 1/3 of the members then serving and with voting rights shall constitute a quorum.
- 6.8 Action by Vote. When a quorum is present at any meeting of the Committee, a majority of the members present and voting shall decide any question unless otherwise provided by these by-laws.

Section 7. STATEMENT ON COMMISSION POLICY, PUBLIC STATEMENTS OF COMMISSIONERS OR COMMISSION MEMBERS

- 7.1 Statements of Commission Policy. Any members of the Commission may speak publicly, as a member of the Commission, on established Commission policy which has been voted in accordance with the provisions of these by-laws.
- 7.2 Public Statements of Commissioners or Commission Members. Commissioners and members of the Commission may speak publicly as individuals, but it is expected that they will use discretion, when not speaking for the Commission, or on established policy as defined in 7.1, in utilizing the Commission affiliation.

Section 8. RULES OF PROCEDURE, ROBERT'S RULES

Robert's Rules. Except as otherwise provided by these by-laws, the procedure of Commission meetings shall be that authorized in Robert's Rules of Order.

Section 9. AMENDMENTS

These By-laws may be altered, amended, or repealed in whole or in part by a vote of 2/3 of the commission members. Notice stating the substance of the change and the place and date of the meeting to consider such alteration, amendment, or repeal shall be sent to all Commission members at least ten full days prior to such meeting.

Adopted May 17, 1976

EDUCATION TASK FORCE

1975-1976

At its organizational meeting in August, 1975, the Education Task Force, under the leadership of Chair Rayleen Craig, divided into three subcommittees: Elementary and Secondary Education, Higher Education, and Desegregation. As the year progressed, members felt that the area of Early Childhood Education was neglected, and a subcommittee in this area was formed. Early in 1976 Rayleen Craig resigned as Chair of the Task Force, and Ethel Sadowsky assumed the position.

The work of the Elementary/Secondary Subcommittee, Chaired by Betty Allen, centered around three main issues: Chapter 622 and its implementation, a bibliography on non-sexist education, and the new certification standards as they relate to non-sexist, non-stereotyped education. The work on Chapter 622 began immediately in the fall of 1975. The group polled approximately 50 school districts in the eastern part of Massachusetts to ascertain whether formal notification of Chapter 622 and its ramifications had been sent by the school district to the parents of all school children. The group found that about two-thirds of the schools were aware of the requirement and had fulfilled it. Other school districts were reminded of their responsibilities; follow-ups indicate that they would comply.

As an off-shoot of its concern for the correct and swift implementation of Chapter 622, the group decided to concern itself with local publishing houses. A cover letter and the 622 regulations were sent to a dozen publishing houses in the area. The group is now in the process of personally visiting the managing editors of the various publishing houses to review the work they have done recently to comply with non-stereotyping standards. The group has also published a "Selected Bibliography on Eliminating Stereotypes in Education," which is being distributed to the members of the commission and interested persons.

The subcommittee has drafted a letter to be sent to the Division of Certification of the Massachusetts Department of Education expressing its concern that the new certification standards include provisions for programs on non-stereotyped education and teaching techniques for all students of education. Under the Interstate Reciprocity Act of 1969, teacher training institutions are being reviewed for the content of their programs; the subcommittee feels that Massachusetts' teacher training institutions should include programs for awareness and dealing with stereotypes.

In February, the Education Task Force drafted a strong letter in opposition to S211, a bill which would prohibit girls from playing on contact sports teams with boys, and which would prohibit boys from playing on teams formerly composed of girls. The letter, sent by the Commission as a whole made clear to members of the Legislative Education Committee the Commission's opposition to any legislation which would weaken the concept of equal opportunity for all students. The Task Force and the Commission are closely monitoring the progress of this regressive piece of legislation.

The Higher Education Subcommittee, Chaired by Anne Arsenault, focused its attention on the difficulty of obtaining higher education by women and minorities. Continuing, recurrent or Adult Education is an important issue for women today who are returning to school in large numbers, and are facing multiple special problems. Paramount among them is the lack of financial aid for women, especially those who choose to attend school part-time. After studying and hearing experts, the group voted to support H1712, a Recurrent Education Voucher Program. The sub committee worked on a letter writing campaign to the Education Committee, and when the bill was reported out favorably, it sent letters to John J. Finnegan, Chairman of House Ways and Means. Members developed a fact sheet and sample letter which were sent to women's organizations throughout the state.

The other problem on which the subcommittee has recently begun to focus is the lack of a network of women in higher education and the need for a survival handbook for women in higher education. This book is in the developmental stage, and it will include names of professional organizations for higher education in Massachusetts, a description of the state organization of higher education, women's resources, and whatever else members of the committee consider useful for women in higher education.

The Desegregation Subcommittee, chaired by Task Force Chair, Rayleen Craig, focused its attention on the crisis situation in the Boston Public Schools. In addition to studying the impact of court-mandated busing on the students (boys as well as girls) in the Boston Public Schools, the subcommittee investigated and responded to reports of discrimination against minority female teachers. The subcommittee also responded to many statements made by public officials on the subject of school busing as a means of achieving school desegregation. These responses took the form of letters to individuals and letters to the press.

This was the first year for the Early Childhood Education Subcommittee which was chaired by Edna Sexton. It was a discouraging year because there were so few members and therefore the group did not fulfill its principal objectives, which were:

- To discuss federal and state bills that affect young children and make recommendations to the Education Task Force.
- To evaluate current training programs in the state as they pertain to teachers and parents in day care.
- To evaluate the diversity of early childhood education programs in the state, especially in the areas of curriculum, licensing, Title XX regulation, and parent involvement.

Other priorities were accomplished. Two members testified on state bills dealing with day care issues. Lucille Layton became a member of the Early Childhood Professional Group, Education Commission, which is working on criteria for teachers who are applying for certification in Early Childhood Education.

Recommendations of the Education Task Force:

- Retain strong regulations for Chapter 622
- Support H1712, a Recurrent Education Voucher Program
- Support legislative efforts to provide better day care service throughout the Commonwealth.
- Include in new certification standards programs on non-stereotyped education and teaching techniques for all students of education.

Respectfully submitted,

Ethel Sadowsky
Deputy Chair, GCSW
Acting Chair, Education Task Force

Health Task Force
1975-1976

The major activity of the Health Task Force has been the investigation of DES (Diethylstilbestrol) as a suspected carcinogen. DES has been widely prescribed, since 1940, for women who were having difficulty becoming pregnant, or maintaining pregnancy once conception had taken place. The children of these mothers are now experiencing several effects; i.e., a significant number of female offspring have been diagnosed as having cervical erosion, adenosis, and clear-cell adenocarcinoma; there is some evidence that male offspring may be sterile and there is some statistical correlation, as yet inconclusive, showing an association between DES and epididymal cancer.

The DES sub-committee of the Health Task Force met with Dr. Tom Leavitt, Chairman of the Massachusetts Chapter, American College of Obstetricians and Gynecologists (ACOG) and Dr. Arthur Herbst, Mass. General Hospital DES, in order to determine what specific policy ACOG had with respect to DES. It was determined that there is no specific policy or written guidelines available to ACOG members with respect to DES.

It is also known that DES is currently prescribed as a "morning-after" pill, is used in estrogen replacement therapy and is fed to cattle to accelerate growth and fattening.

The Health Task Force voted to sponsor Public Health Announcements with respect to warnings regarding the previous prescriptions of DES and the possible effects such prescriptions may have, or are having on DES children, and the future and current use of DES in estrogen replacement therapy and the "morning-after" pill. At the time of this report, these announcements have been distributed to the radio stations throughout the Commonwealth.

The Health Task Force also voted to support the activities of the DES Action Project, currently based at 137 Hampshire Street, Cambridge, Mass. 02139.

The Task Force had hoped to draft legislation which would restrict the use of DES in the Commonwealth, but unfortunately was unable to complete this before the activities of the task force terminated.

In addition to the above activities, the task force chair participated in the Women and Health Conference held at State University of New York/Old Westbury in October, 1975 and made a number of speeches as Chairperson of the Health Task Force.

The Health Task Force makes the following recommendations to succeeding commissioners:

It is imperative that there be an ongoing Health Task Force as an integral part of the activities of the Governor's Commission on the Status of Women. There is no area more basic to the concerns of women than their physical and mental health and the access they must and should have to the health care delivery system. To that end, the Chair strongly recommends the continuance of the Health Task Force, and further, the assignment of a permanent staff person whose principal activity would be to provide staff support to the Health Task Force.

Obviously, the major impediment to the implementation of the above recommendation is lack of sufficient funding to the Commission therefore it is the strong recommendation of the Task Force Chair that sufficient funding be allocated to the Commission.

Respectfully submitted,

Sally H. Lunt

TASK FORCE ON THE CONCERNS OF OLDER WOMEN
1975-1976

The Task Force on the Older Woman has, this past year, concentrated on collecting information on the economic and marital status of the Commonwealth's Older Women (older than 55 years of age).

It has written a Massachusetts version of the "Displaced Homemaker Act which has been favorably reported out of the Committee on Commerce and Labor as H1689 and it is now in the Ways and Means Committee. Within the limits of the resources of the task force, we have been lobbying for its passage. It has formed strong linkages with the Legislative Council on Older Americans and the Gray Panthers.

In connection with these groups we have also strongly supported H1712 (entitlements for vocational education for older persons), the abolition of the mandatory retirement plans and the laws that permit discrimination in employment after a person reaches 64.

We have reason to believe that age discrimination in employment is being practiced in both the federal and state governments.

In addition, our task force has worked on defining the needs of women over the age of forty in this area. Of major concern to us are:

1. Employment: full-time and part-time positions.
2. Educational and Training Opportunities: academic and vocational.
3. Health Care: physical and mental health services and programs.
4. Political: need for women to hold decision-making positions.
5. Community Awareness: recognition of the unique position of women in the post-parental stage of the life cycle.
6. Transitional: adjustment to change in marital status.

We have participated in the following activities:

1. Governor's Commission Hearing: presented panel discussion relating to concerns of the older woman.
2. S.M.U., Institute on Health and Long Life: members of task force involved in educational programs for elders and those working with elders.
3. Bristol Community College: planning programs, courses, and training for women of all ages.
4. New Bedford School Department, Adult Education: planning Women's Studies Program, a pilot series to be initiated in Fall 1976.
5. Employment: investigating employment prospects for area women, developing job opportunities,
6. Health: met with city officials to determine what programs and services are currently available.
7. New Bedford Women's Center: planning programs for women in middle and later years. Programs in progress include training counselors to work with older women, developing major needs assessment survey in cooperation with University of Massachusetts (Amherst). Investigating funding agents for expanding programs.
8. Legislation: support and participation in training sessions for the Massachusetts State Equal Rights Amendment.

9. Social Policy: promoting interests of Displaced Homemakers Act and the Adult Recurrent Education Voucher program.

We make the following recommendations:

1. Compile accurate and relevant data relating to major concerns of older women in our State.
2. Develop a network of Women's Centers and seek funds to support them. Emphasize the necessity of involving older women in their programs.
3. Make use of the experience and skills which homemakers have developed and integrate their needs and values as well as those of the "professional woman" in setting priorities for the Governor's Commission on the Status of Women.
4. Compile a resource list so women in this age group can share information and ideas relating to major concerns, successful programs, how to get started, funding agents, etc.

Participants in the Older Woman Task Force:

Harriette Zuckerman, Facilitator
Rosalind Poll Brooker
Florence Mahon
Ether Wainer
Jane Stone
Vivian Perry
Barbara Ashton
Dorothy Leary
Miriam Krieg, Commissioner,
MarDee Xifaras, Commissioner

WOMEN AND WORK TASKFORCE

1975-1976

There was a strong feeling among many of the Commissioners and Associates that status for women in the work world and in the economic affairs of the Commonwealth was an essential point of concern for the Commission. We felt that expanding the job opportunities and the earnings potential of women was critical if we were ever going to have the position and power to effect our standing in so many other areas. And related to this would be a concern for non-sexist job classification, examination,

- . performance evaluation, recruitment and referral
- . expanded training opportunities with an emphasis on non-traditional alternatives
- . meaningful affirmative action goals and timetables
- . internal career ladders and opportunities for management development
- . equitable pay, promotion and benefit schedules
- . workforce entry and reentry, particularly for older women.
- . childcare as an issue affecting employment options
- . turning time and talent and experience, even if volunteer experience, into paid employment
- . special programs for low-income, sole head of household women
- . women in business
- . women in the labor movement
- . flexible, part-time hours

Unfortunately, there was no way that we could go into depth on each of these topics of concern to women as workers. We therefore decided to have a prime focus on the public sector with a secondary focus on those topics of personal concern and interest to individual Commissioners.

In keeping with our prime focus on the public sector, we felt we should concentrate on the Commonwealth given the new administration and the recent reorganization of the personnel function in the state. Our first step was to contact and meet with the newly appointed Personnel Administrator to enumerate our concerns (letter to Wallace Kountz, October 31, 1975). We then met with the senior management of the Personnel Administration Division and toured their facilities in an attempt to better understand their programs, systems and problems. Next we contacted the newly appointed Director for Affirmative Action (letter to Charles Dotten, November 16, 1975) to review with him many of our concerns as enumerated above. Both contacts proved very informative and useful but it was exceedingly difficult to proceed from this point. Although we broke down into smaller groups dealing with:

- . the Commonwealth's personnel statistics systems (which up until a few months ago in no way indicated the Grade level and pay of women, rather only their gross numbers)
- . the Commonwealth's "Job Bank" for recruitment and referral implementation of the state's Affirmative Action Programs
- . childcare for state and federal employees.
- . state employment programs for displaced homemakers and older women
- . minority women and the state office for minority business assistance (SOMBA)

Actual progress in these areas has been exceedingly slow. We are at the "study stage" in almost every area and are hampered by lack of time, resources, associates, and expertise. And without these and the pushing and pulling that would result, the institutional barriers against many of the above will win out.

I would recommend several new or additional thrusts including:

- . an effort to work with in-house women's committees similar to those of the women's action program of the federal government
- . efforts to identify women members of the Alliance who would create a demand for programs and provisions being built into collective bargaining agreements with the Commonwealth to assure that women would not be disproportionately affected by layoffs, promotion policies and restrictions on part-time employment.
- . closer working relationships with the Affirmative Action Director, particularly as he monitors the Affirmative Action officers in each department and secretariat
- . better coordination between this task force and that on Older Women.
- . considerably more involvement by other members of the Commission and Associates.

Despite the gloomy report above, there were some satisfactions during the year including:

- . preparation of a childcare questionnaire by Terri Burril, Diane Hinzpeter and Darcy Bradbury for distribution to state and federal employees in the Greater Boston area for possible use to secure funding for a joint daycare center.

- a good deal of work by Pat Sackrey in Western Massachusetts in the area of "Women in Agriculture" and women as they are affected by land use, food dependency, conservation and environmental policy, agricultural extension and the like.
- unprecedented efforts by Ruth Zucco and Ruth Moon to convince Springfield area employers of the benefits of flexible/part-time hours and the need for on-site childcare.
- and presence by the Commission at conferences and hearings dealing with women and work issues as well as active participation by the GCSW in joint efforts of numerous women's organizations to sustain the partial elimination of the veterans preference system (March 1956 Feeney V. Commonwealth case)

Respectfully submitted,

Margaret D. Xifaras
Interim Chair

BUDGET PRIORITIES

The following statement contains the Commission's budget recommendations for the Commonwealth. Accepted by the Commission at their meeting of May 17, 1976, these recommendations comprise a first step toward participating more actively and meaningfully in the budgetary process. It was agreed at the meeting that these recommendations would be forwarded to appropriate members of the administration and to relevant offices in the state government.

All issues of public policy and law concern women as citizens of the Commonwealth. Policies regarding transportation, the environment, insurance, affect the lives of the female 52% of the population as they do the male 48%.

There are, however, a number of issues that are of special concern to women, of special concern because these issues affect categories such as the elderly and the poor in which women are disproportionately represented; or control the areas of life traditionally assigned to women such as child care; or regulate activities in which only women can participate such as bearing children or having an abortion; or prevent the development of women's full potential by perpetrating constraining stereotypes and/or by denying legal equality.

It is in these areas that the Governor's Commission on the Status of Women would like to make policy recommendations and state our priorities. As in the Governor's charge, we have concentrated on the problems of women who work, not in the high visibility, prestige jobs, but in the factories, homes, stores and offices, but we have also concentrated on the problems of women who cannot or are not working because they are raising children or because they lack the necessary training and education or because the necessary services, such as day care, are unavailable.

ELDER AFFAIRS: The Commission is interested in the work of Elder Affairs because it serves a population that is predominantly female. We hope that in the future, Elder Affairs will increase its efforts to fight age discrimination in its own hiring policies. It is only with greater input from the elderly community, by having older people actually making policy and designing programs, that the Office will be able to truly fulfill its advocacy function. We would also like to recommend that Elder Affairs begin to review its almost single-minded orientation towards support programs. We feel that greater emphasis on job development and training would give the elderly the opportunity and skills to support themselves. Economic and psychological independence for the elderly should be the goals of Elder Affairs.

BUREAU OF EQUAL EDUCATION OPPORTUNITY: With the adoption of Chapter 622, the State made a commitment to end discrimination within Massachusetts' educational system. In the funding of positions, however, the State has not carried through its original intent. Only three positions have been funded in the Department of Education for implementation. There are only three half-time positions and one full-time position in the areas which are all federally supported. If the State is serious about its commitment to the goals of Chapter 622, we recommend that there be staff for implementation.

CONTINUING, VOCATIONAL, AND HIGHER EDUCATION: Access to continuing, vocational, and higher education is imperative in order to enable women to take their rightful place in society. Equality of opportunity for women in vocations now closed to them necessitates positive action: recruitment and encouragement of women as students in regional vocational schools, vocational schools associated with high schools, and terminal-occupation courses in community colleges. We applaud the continuing education for women program at the University of Massachusetts. Unfortunately, the state colleges lag behind the University in instituting continuing education and other flexible programs for women in their respective geographical areas. They need funding and state encouragement if they are to meet the needs of local women.

We urge that adequate housing spaces be available for both sexes at all institutions, and that child-care facilities be augmented to increase the proportion of mothers applying for enrollment. The prohibition against denying applicants admission on the basis of age must be strictly enforced if prevalent patterns of discrimination against older women are to be reversed.

AFDC: This program alone assists 111,760 families headed by women. It allows women to support their children and often, eventually, to find employment. Though total expenditures have risen from \$407,810,537 in '75 to \$431,600,000 in '77, the total net state cost has decreased from \$235,641,710 to \$216,100,000. As the Commonwealth's financial situation brightens, we feel that this crucial program should have top priority. If state funding were increased to '75 spending levels, almost \$20 million more in federal revenue would be generated, increasing funds available by more than 9%. This would allow for absolutely essential cost-of-living increases which have been denied to these women for the past two years.

WIN: The WIN is one of the Commission's top priority programs. It is through this program that AFDC mothers are able to receive the counseling, training and, eventually, job placement that enables them to become self sufficient, economically and socially. As of March 31, 1976, the DES WIN program estimates it has been able to place 4,111 people in full-time unsubsidized jobs which have removed them from welfare and to place 4,740 people in partially subsidized jobs. This program has saved approximately \$9.6 million (4.8 million in state funds alone) while it costs only \$900,000. DES estimates, however, that there are at least 4,889 more people, presently unassigned recipients who are ready and able to begin training or work whom DES is unable to assist because of the lack of supportive services. To enable the State's primary job program to assist these women to the point of self sufficiency, we join the administrators in requesting that particular priority be given to the funding of the necessary employment supporting services: Day Care, employment-related medical and remedial care, and transportation for access.

To increase the visibility of this employment program and to better the allocation of funding within welfare, we request that the WIN program be given a separate line item in the State budget to correspond to the one in the Federal budget. We believe this will enable the Secretary, Governor, and legislature to evaluate the program and level of funding more effectively. It is very important that this unique employment-oriented program not be lost within Welfare's general fund

Staffing, on both the DES and the Welfare sides, has been severely limited this past year. We realize that most State departments have experienced such cuts, but the cuts in Welfare have had a particularly serious effect. It is the Welfare staff's task to certify initial eligibility to permit people to join the WIN program. The staff cuts have meant that in some areas there are not any Welfare staff available to certify, and thus, interested and eligible people are denied entrance. We would also like to remind the Secretary, Governor, and legislature that the WIN staff positions in DES are fully federally funded, and, thus, any cutbacks on their personnel does not decrease the number of State employees but merely decreases the number of staff to provide services.

We also wish to urge the WIN area directors to use their resources to begin to encourage the employment of women in non-traditional jobs. When there is a contract for a traditionally male job, do not automatically send the AFDC unemployed father the contract. Consider the AFDC Mothers for these rewarding and often higher paying jobs which might have greater prospects for advancement. This would be a perfect opportunity for the State to lead the fight to end sex stereotyping and discrimination while carrying out its normal activities. To increase awareness of this possibility among the administrators, we urge the appointment or promotion of more women to the directorships of the areas.

Finally, we would like to suggest that the Welfare department examine the educational program that the state of Alabama is carrying out to increase awareness in the business community of the 20% tax credit towards the employment of AFDC mothers. Publicizing the existence of this tax credit would increase business interest in employment of more WIN participants. The Commission affirms the need to work with private sector as well as public sector resources for employment.

DAY CARE: The third objective of the '77 AFDC program was the "continuation of efforts necessary to help these families become self-sufficient and, therefore, independent of Welfare". If this goal is ever to be realized, then the expansion of Federal/State funded Day Care is a necessity. At present, only 13,659 children of AFDC mothers are receiving subsidized day care. Thus, the program which theoretically is available to all former, potential, and current Public Assistance recipients provides day care for, at best, fewer than 12% of the current AFDC families. Subsidized day care is a necessity if these parents are to receive necessary training and/or employment. Day care should not only be considered as a social service, but as a part of the Commonwealth's overall effort to reduce unemployment and increase self-sufficiency.

In addition, we would like to question the DPW effort to increase the amount of contracted as opposed to non-contracted day care. Quality control is an admirable goal, but the types of day care offered by the non-contracted source should not be disparaged. The alternatives to the basic day care center which are offered by non-contracted day care (group day care, family day care homes, etc.) not only provide greater flexibility to respond to the needs of working parents, but are often considerably less expensive. (Source: Child Care: The Final Report, Office of Educational Liaison, State of California Health and Welfare Agency, December 1975.) Contracted day care is ideal for targeting needy areas, but uncontracted day care gives the parent and the social worker flexibility to deal with special needs or

emergencies. The ideal day care delivery system would combine flexibility and reasonable costs; neither goal would seem to be served by orientation towards contracted day care.

The Commission is aware of some of the administrative and management problems that the Day Care Unit is attempting to work out. We have heard, for example, that in the administrative transfer of funds from uncontracted to contracted day care that this past year some children were dropped from programs. The hardship that this would cause working parents and their children is self-evident. We hope that in the future more care will be taken so that those making improvements in the delivery of service will not lose sight of the people they are serving.

The Commission's ultimate goal for day care in Massachusetts is for there to be day care slots available on a sliding fee scale to low and middle income working parents. The Commission supports the establishment of a Task Force to study these processes during the budget planning season.

MENTAL HEALTH: We wish to congratulate the Mental Health Department for affirming its dedication to promote affirmative action goals within the department by hiring an Affirmative Action Director, Ms. Cassio. Eighty percent of all of the State's hiring for the past six months has been in the DMH so it is crucial that this department commit itself to affirmative action. In addition, we feel that in the area of actual program content, that the unique needs of women will be better served when there are more women in policy-making and program-designing positions. We would hope that the Department extends its commitment to affirmative action to this area where the impact on women will be the greatest.

COMPREHENSIVE FAMILY PLANNING: We strongly support this program which enables women to better control the course of their lives. As this program is 90% reimbursable, it is difficult to comprehend the logic behind the funding cuts of '76. The State saved \$20,000 and lost \$200,000 and decreased services by almost 30%. At the higher funding level the State was only providing services to 11,420 people (Welfare's Service Purchasing Services Unit's Report to US HEW), while the most recent needs assessment has determined that at least 491,566 women are at income levels which would make them eligible for medical counseling and examination at State Family Planning Clinics. It has also come to our attention that there are two geographical areas, Framingham and the Chelsea-Revere-Winthrop area which, at present, have no family planning services available. We hope that Welfare and Public Health will work together to ensure the provision of services in these two areas by encouraging interested parties to submit plans.

DEPARTMENT OF YOUTH SERVICES (DYS): The Commission would like to commend the DYS for its support in establishing the Girl's Service Unit. As the first state in the nation to have a special unit for young women within a de-institutionalized juvenile justice system, DYS has demonstrated a commitment that we share to meeting the unique needs of young women. As the proposal to the LEAA outlined, "The Department's ability to respond to the unique needs of its female clients is extremely poor." We support the Girl's Service Unit wholeheartedly in their efforts to compile the data necessary to design effective programs, and we hope that the Department will give the development of these programs the priority that we feel they deserve.

We would also like to support the efforts of the Girl's Service Unit to develop these programs as a model to divert young women from intensive care and secure detention. Both of these are successfully servicing the "difficult to handle" young women within their respective communities. If these programs were not on fixed cost, it might have the effect of ensuring their demise, as the Department is retracting its commitment to the state-wide effort to re-organize, re-evaluate and expand state-wide services for girls.

VD TREATMENT PROGRAMS: The present ban on overtime or replacement of personnel has had a severe effect on the VD programs in hospitals and clinics, forcing the closing of some clinics and decrease of services in many others. This decrease in personnel and overtime has made it particularly difficult to provide evening and weekend service which is often just the times when services are demanded. We suggest that the staffing needs of VD programs be considered in a review of the present limiting policies.

GENERAL RELIEF: The first objective for 1977 for General Relief was to "define more clearly the people eligible for General Relief". We hope that in the course of this study, the Welfare Department will gather enough information to be able to ascertain the effects of the exclusion from General Relief by the categorization "employable" of unemployed women under 65, but in the hard-to-employ group of 40 or over. The application of the term "employable" to these women would be ironic were it not so tragic.

Businesses are legally entitled to discriminate on the basis of age in the case of any applicant who is above their retirement age. As many firms have retirement ages below 65, the elderly person who is below the age of 65 is not automatically employable. In addition, for the many women over 40 who have worked little if any time outside of the home, to simply thrust them out of General Relief with no training or jcb placement programs or interim support, is cruel and certainly not the wisest course of action nor is it a proper reward to women who have often sacrificed years to care for others. We hope that some serious study will be devoted to the problem of how best to serve the needs of this population before the '78 budget is drafted.

Forum Committee
1975-1976

The initial charge to the Committee was to conduct hearings, do outreach and work with the media.

It was our recommendation and the decision of the Commission to divide into two groups with Linda McInerney heading the media task force and Marge Schiller as chair of hearings.

The committee then decided to change its name to the FORUM Committee, to avoid promising things we cannot deliver, while promoting dialogue, networking, and information resources exchanges.

The recommendation that Carol Chandler serve as co-chair of the FORUM Committee was accepted and acted upon by the Commission chair.

Early in the fall an open meeting of the Commission was held in Springfield where many local people came and gave testimony. As part of an attempt to move Commission activities throughout the state, we determined that the next "FORUM" should be held in the Fall River-New Bedford area. This meeting was organized with the considerable assistance of Commissioner Mardee Xifaras and Bristol Community College. It was held on March 6, 1976 and attended by 130 people. Panels of local experts and Commissioners as resource persons covered areas such as health, education, women alone, employment and the Equal Rights Amendment.

The Governor's Commission on the Status of Women served along with Partners of the Americas as a co-sponsor for "Blueprints for Women", a meeting of 140 women held in Marlboro, Massachusetts on March 20-21, 1976. The Conference involved a number of Commissioners as participants, and the FORUM Committee invited all Commissioners to the Sunday afternoon reporting of the two-day meeting.

Among other activities of the Committee were:

1. Information letters to the media on the Commission's legislative packet.

2. Exploration of the use of libraries as a dissemination source for women's issues.

Recommendations:

1. Continuation of the FORUM Committee as one of the Commission's standing committees.

2. A geographically spread FORUM schedule set up early in the year to coordinate with other Commission meetings.

3. Reclarification of the relationship and tasks of the FORUM and media committees.

4. Increased involvement of Commissioners.

5. Closer liason with Task Forces.

6. Communication with the Governor's Town Meetings.

Respectfully submitted,
Marjorie Schiller, Co-chair
Carol Chandler, Co-chair

REPORT OF THE LEGISLATIVE TASK FORCE

The disposition of many of the bills endorsed by the Commission remains undecided at the end of the 1976 Commission session. The official status of these bills is presented at the end of this report. Briefly, it appears that the midwifery bill (H1303 and H1746 combined), the bill limiting witnesses at rape trials (H2856), and the name change bill (S705) may pass. The outcome of the bills on displaced homemakers (H1689 and H1860), breast cancer (H868, H1909 and H3230), regulation of the insurance industry by its Commissioner (H503), MCAD funding (S1310), child care (H1577), and pregnancy disabilities (S1341) is difficult to determine. The bills on divorce (S598, S632, H1364, H1365) and on the admissability of rape evidence (S678) are unfortunately not expected to pass this legislative session.

The Legislative Task Force studied relevant legislation in conjunction with a coalition of other groups in the Boston area. These groups, and the Commission, formed a network for the purpose of coordinating lobbying efforts on bills of interest.

In addition to formulating the Commission's legislative priorities, the Task Force has focused on four issues. The first of these issues concerns the Displaced Homemakers bills which attempt to establish two multi-service centers, equipped to aid women in the 45-65 age bracket to re-enter the labor force. Because this issue began as a priority of the Commission's Task Force on Older Women, commissioners worked together with members of the General Court to draft this legislation, and proved a major force in its introduction and progress.

The Massachusetts Commission Against Discrimination continued to be an active concern of the Commission. Hearings were held in April on S1310, the bill advocating an increase in the MCAD's budget to allow the agency to hire three full-time Commissioners. The Task Force sent out a legislative alert to its network of women's groups concerned with legislation, to encourage their participation in the hearings; and prepared material for use by members of the Governor's Commission who planned to testify at the committee hearings. In addition, Task Force members have been attending meetings of the Advisory Committee to the MCAD in order to understand the organizational problems of the agency.

A third issue in which the Task Force involved itself was Veterans' Preference. A recent Massachusetts district court decision declared absolute preference to be unconstitutional. Immediately after the release of this decision, the Task Force met with a coalition of representatives from women's groups to formulate a position on the issue reflective of women's interests. The Task Force then drafted a letter stating the coalition's position, distributed this letter to all members of the General Court, helped to organize a press conference on the issue, and performed research for the drafting of a bill that would legislate a time-limited point preference system. The issue remains unresolved in the legislature; in the interim the Civil Service Commission is distributing hiring lists based solely on merit.

A final priority bill for the Task Force is S211, a bill restricting the participation of girls in contact sports in public schools, and one which the Commission opposes. Despite strong

opposition to the bill at the committee hearings, it has progressed to the Committee on Bills in the Third Reading -- the final stop before a vote is taken. Commissioners are continuing their efforts to defeat this bill and there is a possibility that it will not leave committee.

In summary, the Commission seems to make the most effective use of its limited resources for handling legislation when it acts as an umbrella for the coordination of efforts by women's groups on legislative issues. The Task Force's role has been one of gathering and disseminating information, organizing a legislative alert system, and monitoring selected bills. However, without increased participation by individual Commissioners, gains will continue to be sporadic and limited. While passage of the Equal Rights Amendment would eliminate the need for a piecemeal approach to equity issues every year, only active lobbying will ensure that women are perceived as a significant political force. Therefore, the Task Force urges that the Commission play a larger part in drafting and lobbying for bills, and recommends that the Commission continue its monitoring system next year.

PROGRESS OF LEGISLATIVE PLATFORM

<u>Area</u>	<u>Bill No.</u>	<u>Committee Report</u>	<u>Current Status</u>
Child-Care Displaced Homemakers	H1577 H1689, H1860	Favorable Favorable	House Ways and Means House Ways and Means
Divorce	S598, 632, H1364	Unfavorable	
	H1365	Favorable	Bills in the Third Reading
Education	H1712	Favorable	House Ways and Means
Employment	H503 H2422 H2541	No report No report No report	Insurance Commerce and Labor Public Service
Equal Rights	S31 H2236		Sent to Joint Rules House Ways and Means
Health Care	H1568 (comb. H1303, H1746) H868, H1909, H3230	Favorable No report No report	Bills in the Third Reading Deadline extended until May 26
MCAD	S1310	Favorable	Senate Ways and Means
Name Change	S705	No report	Judiciary
Pregnancy- Related	S1341 (comb. S113, H1264, S834, H3543)	Favorable	Senate Ways and Means
Rape	S678 H2856	None Favorable	Made into Study Package Bills in the Third Reading
Education Employment	S211 H3099	Favorable Unfavorable	Bills in the Third Reading

LEGISLATION SUPPORTED BY THE COMMISSION

Child Care

H1577: An act establishing policy regarding day-care of children.

Sponsors: David Mofenson, Royal Bolling, Doris Bunte, John Businger, the Children's Lobby, Charles Flaherty, Raymond Jordan, Lois Pines, Anthony Scibelli, Bruce Wetherbee, Thomas White
Expands day care eligibility to include all working parents, and stipulates procedure for payment and management of facilities by the Office of Children.

Displaced Homemakers

H1689 and H1860: Acts establishing pilot programs of services to displaced homemakers.

Sponsors: 1860 - Ann Gannett, Barbara Gray, Iris Holland
1689 - Genevra Counihan, Agg Gannett, Thomas Mahoney, Lois Pines

Provide for the Executive Office of Economic Development and Manpower Affairs to establish two multi-service centers which will offer job counseling, training, and placement programs, information on government services, referrals, continuing education programs, and advocacy services, to displaced homemakers.

Divorce

S598: An act decreasing the waiting period for a no-fault divorce.

Sponsors: Jack Backman and John Businger

S632: An act to amend the divorce laws.

Sponsor: Edward Burke, petition of the Holliston Democratic Town Committee

Delineates all legal grounds for divorce, specifies procedure of court for divorces on grounds of irretrievable breakdown of marriage, and on grounds of desertion, re-affirms right of court to make temporary orders for custody and maintenance when it deems necessary, and lists criteria for determining alimony.

H1364: An act to amend the law providing for an irretrievable breakdown of the marriage as grounds for divorce.

Sponsor: Max Volterra

Reduces the waiting period for divorce on grounds of irreconcilable differences.

H1365: An act that amends laws relative to final divorce decrees.

Sponsors: Barbara Gray and Max Volterra

Allows all divorce decrees to be absolute upon ruling of court.

Education

H1712: An act creating the Adult Recurrent Education Entitlement Voucher Program

Sponsors: Michael Daly and Ann Gannett

Increases access to post-secondary education for adults of low income and low education levels, while using existing resources.

Employment

- H503: An act that authorizes the Insurance Commissioner to write and enforce employment regulations.
Sponsors: Barbara Gray, with the approval of the Insurance Comm.; and Nine to Five
- H2422: An act that prohibits discrimination on the basis of sexual preference.
Sponsor: Elaine Noble
Outlaws discrimination in private employment on the basis of sexual preference.
- H2541: An act that prohibits discrimination in public employment.
Sponsors: Richard Landry and Elaine Noble

Equal Rights and Discrimination

- S31: An act to prevent unfair discrimination in the granting of mortgages.
Sponsor: Joseph Timilty
- H2236: An act relative to disclosures to consumers for reasons of denial of credit.
Sponsors: Barbara Gray and Robert Bohigan
Requires, at the request of the consumer, a written disclosure of all reasons for denial of credit; this right is now guaranteed federally under the Equal Credit Opportunity Act.

Health Care and Reproduction

- H868: An act authorizing and directing the Depts. of Education and Public Health to establish educational programs for women for the purposes of detecting symptoms of cancer.
Sponsors: Marie Howe, Barney Frank, Mary Goode, Barbara Gray, Philip Johnson, NOW, Elaine Noble, and Lois Pines
Directs the above mentioned departments to establish educational programs to instruct women in self-examination of breasts, and directs the Dept. of Public Health to provide mobile detection units that will offer free examinations for the detection of cancer.
- H1303: An act allowing licensed midwives to deliver babies.
Sponsors: Ann Gannett, Elaine Noble, Carol Amick, Doris Bunte, Barbara Dugan, Barbara Gray, and Melvin King
Outlines the necessary academic and clinical experience for licensing of midwives.
- H1746: An act permitting the practice of nurse midwifery.
Sponsors: Peter Harrington and Richard McGrath
States licensing requirements for nurse midwifery.
H1303 and H1746 are combined in H1568.
- H1909: An act relative to prevention and detection of breast cancer.
Sponsors: Angelo Cataldo, Sean Cahillane, Eleanor Campobasso, Bruce Freeman, Alfred Saggese Jr., and Angelo Scaccia
Directs the Dept. of Public Health to select one or more public health hospitals to conduct a free cancer clinic for the prevention and detection of breast cancer.

Health Care and Reproduction

H3230: An act authorizing and directing the Departments of Education and Public Health to establish education programs for women for the purposes of detecting symptoms of breast cancer.

Sponsors: Bruce Freeman and Vincent Piro
H3230 same as bill H868.

Massachusetts Commission Against Discrimination

S1310: An act to make certain changes in the composition of MCAD.

Sponsors: The Governor; also the League of Women Voters
Replaces the part-time commissioners at MCAD with three full-time commissioners at competitive salaries; and restores the 25% cut made in the MCAD budget last year.

Name Change

S705: An act providing for a procedure for the choice of name at marriage.

Sponsors: John Olver, John Businger, Lois Pines
Delineates procedures for name choice at marriage, and outline procedures for name change after marriage.

Pregnancy and Childbirth

S1341 (combination of S113, H834, H1264, and H3543): Acts changing and adding certain provisions to the general laws concerning pregnancy and childbirth in the context of employment.

S113 Sponsor: Joseph Timilty
Classifies pregnancy as illness under any health disability insurance plan, and prohibits employers from using the potential or actual pregnancy of a woman as a prejudicial factor in hiring and promotion decisions.

H834 Sponsors: Lois Pines, Barney Frank, Mary Goode, Philip Johnson, Elaine Noble, NOW, John Olver, and the Women's Lobby
Defines pregnancy as a normal health disability for employee insurance programs, with all benefits applying regardless of marital status.

H1264 Sponsor: Vincent Piro
Same intent as above bills.

H3543 Sponsor: Raymond LaFontaine
Provides for disability benefits for pregnant women for a certain period of time prior to and following the end of their pregnancy.

Rape

S678: An act regulating the admissability of certain evidence in rape cases.

Sponsors: James Kelly, Lois Pines, Laurence Buxbaum, Mary Goode, Philip Johnson, Elaine Noble, Mass. Women's Lobby, NOW, and Dept. of the Attorney General

Prohibits evidence relating to the victim's sexual conduct from being used unless it relates to the defendant or is judged, without a jury, by the court to be necessary.

H2856: An act providing for the exclusion of the general public from court room during trials of certain proceedings involving the crime of rape.

Sponsor: Doris Bunte

Would lessen the trauma that usually accompanies rape victims in court, by allowing a judge to determine if the public should be excluded from these trials at the request of the victim and after gaining a waiver from the accused; with all proceedings -- except names -- to be made public after the trial.

LEGISLATION OPPOSED BY THE COMMISSION

Education

S211 and H1891: An act relative to the regulations for participation in school athletic programs.

Sponsors: Walter Boverini and Charles Long

Allows public schools to restrict participation in a particular sport to members of one sex, providing the per-pupil expenditure between the sexes in the school system is equal; this bill attempts to weaken Chapter 622 of the state laws.

Employment

H3099: An act prohibiting discrimination on the basis of race, creed, or sex in the hiring of provisional or interim employees to civil service positions and non-civil service positions.

Sponsor: Edward Early

Offsets attempts of Affirmative Action programs which hire minorities and women on the basis of this status.

The Massachusetts State
Equal Rights
Amendment

The Governor's Commission on the Status of Women has consistently supported the ERA at both the state and federal levels. At the first meeting of the 1975-76 Commission, passage of the State Equal Rights Amendment was cited by many Commissioners as their top priority. In November, in response to a request by the Commission, a ruling was handed down by Norman Gleason, Director, Campaign and Political Finance stating that the Campaign Finance Act did not prohibit Commissioners from speaking as members on ERA. In addition, the Commission was advised by Gleason that it could send out materials on the ERA, as part of its educative function.

As the year progressed, it became evident that a formal vote by the present Commission would be desireable in order to strengthen the Commissioners' position. The rationale for such a vote was that a new Commission appointed by a new Governor, representing a diversity of opinion, should have the opportunity to make its own statement. Thus the February meeting focused on whether the currently appointed Commission should endorse the ERA. After a presentation of the pro-amendment statement by Commissioner Roberta Benjamin and an anti-amendment statement by Commissioner Ann Connors, and after questions from the floor and some heated discussion, the Commission voted its overwhelming support for the passage of the Massachusetts State Equal Rights Amendment.

LEGISLATIVE COMMISSION TO STUDY THE EFFECTS OF THE ERA

Senator Robert McCarthy, Bristol, Plymouth & Norfolk District

Senator Chester Atkins, Middlesex & Worcester District

Senator Robert Hall, 2nd Worcester District

Representative Elaine Noble, Boston

Representative Ann Gannett, Wayland

Representative Mary Goode, Roxbury

Representative Barbara Gray, Framingham

Representative Lois Pines, Newton

Betty Gittes, Allston

Kay Hodge, Marlboro

Barbara Rouse, Attorney General's Office, Civil Rights Division

Supervising Attorney

Dawn Marie Keefe
Room 200, State House
Boston, MA 02233

Staff Attorneys:

Peter L. Eleey
Gary Hoff
Carol E. Nesson
Ellen Wilbur

Barnett D. Ourut, Research Asst.
Sandra A. Fareri, Asst.

Special Project
Hampden County Jail
1975-76

Early in the year Commissioner Leslie Paul reported on efforts by the Springfield YWCA to improve conditions for women at the Hamden County Jail. In her report, Ms. Paul described the primitive facilities and the lack of any meaningful activity for incarcerated women. She expressed her belief that the Commission could be helpful in the effort to improve the intolerable conditions. By vote of the Commission, Leslie Paul was authorized to do whatever she could to ameliorate the existing situation. At the end of the Commission year, Ms. Paul submitted her report, noting the success of the Springfield YWCA, with Commissioner Paul's support, in acquiring LEAA funding which will add needed personnel to the Hamden County Jail. (Some additional funding for this project is still being sought.) Ms. Paul also reported on the Y's success in starting a voluntary program of counselling, and recreational and vocational sessions at the jail.

HOUSING REPORT

The housing system, as we know it, has a surfeit of overwhelming and seemingly insolvable problems; State and Federal responsibility, their laws and remedies fall short of implementation while housing agencies flounder in the plethora of complex socio-economic struggles.

In April of 1976, the Department of Housing and Urban Development held a conference in Rosslyn, Va.: Women in Housing. This was a direct result of the Housing and Community Development Act of 1975 which signaled a new approach to housing. More responsibility has been placed on municipalities to carry out their own housing and community development decisions--including the formulation of an adequate response to the needs of minorities, women, and the elderly.

Regulations, effective November 13, 1974, require that recipients of CD funds certify to the department that all activities will be conducted in accordance with Section 109 of the Act (which is the non-discrimination clause taken from the Civil Rights Act of 1964 and 1968), the Housing and Urban Development Act of 1968, and Executive Orders 11246 and 11063. Department employees and Equal Opportunity's staff provide technical assistance to local officials.

In addition to the legislation itself, affirmative action is mandated for implementation:

"Whereas the Civil Rights Act of 1964 prohibits specific kinds of discriminatory practices in the administrative process, and the Civil Rights Act of 1968 as amended, provides for fair housing throughout the United States, it requires affirmative action by the Secretary of Housing and Urban Development in Section 808 (e) as follows:

"The Secretary of Housing and Urban Development shall administer the programs and activities relating to housing and urban development in a manner affirmatively to further the policies of this Title."

Both are written into the Community Development Act to create a new approach to the complex problems of housing.

"No person in the United States shall on the ground of race, color, national origin or sex be excluded from participation in, be denied the benefits of or be subjected to discrimination under any program or activity funded in whole or part with funds available under this title."

The study committee met, reviewed the available housing materials and laws, and considered appropriate strategy to be adopted by the GCSW. The following resolution was proposed by Muriel Knight, and voted by the Commission with the recommendation that a housing task force be formed:

WHEREAS, under the General Laws, Chapter 93A, Section 2 (c) and in accordance with procedures under the General Laws Chapter 30A of the Commonwealth of Massachusetts, making known by declaration regulations defining unfair and deceptive practices in the landlord-tenant relationship and

WHEREAS, in a suit brought before the Supreme Court that HUD had sanctioned discriminatory housing by assisting a Chicago Housing Authority and

WHEREAS, in a Federally-funded report entitled: "Women and Housing--A Report on Sex Discrimination" in which documentation substantiates the claim that single women or women-headed households are discriminated against in finding safe and sanitary housing now be it therefore

RESOLVED THAT all steps be taken by the housing committee of the Governor's Commission on the Status of Women to recommend that full and complete compliance with laws against housing discrimination and women be adhered to forthwith.

WOMEN IN MASSACHUSETTS:

A LEGAL HISTORY

by Andrea Levere

INTRODUCTION

Law has always been the central symbol of equality for Americans. Our legal system stands as the path that guarantees the freedoms and equality written into our Constitution. But many people forget that law comes from the minds of human beings themselves, designed to meet the needs of a certain place and time, and does not deserve the label of "absolute truth." Because it does reflect human efforts to order society, law also shows how a society chooses to balance custom with ideals, the past with the future.

Perhaps the ultimate importance of law in society rests in its power to institutionalize behavior. It defines how people think and feel about the experiences in their lives. It is the same quality of law that makes it so powerful in our lives that often prevents it from responding to social change. This problem has become particularly clear in the past fifteen years when the pace of change has moved more quickly than ever before. One of the most dramatic of these changes concerns the status of women in society. In the past decade we have witnessed women gaining the chance to be equal human beings first and foremost, not members of an inferior sex.

The law has been slow to adapt to these changes. The mandate of the Governor's Commission on the Status of Women requires that it survey and evaluate the laws of the state for their adequacy in regard to women and recommend changes to the Governor when necessary. With this essay, the Commission seeks to fulfill its mandate by educating the citizens of the state on the important legal issues and necessary reforms of the laws affecting women. Through our efforts we hope to aid women in recognizing their legal rights and moving towards legal equality.

This brief history of women and the law explains how law and society have changed over the past 200 years to bring women to the position they hold in relation to law today. Only by understanding this past, with its share of promise and injustice, can we continue to shape our law to allow Americans to meet the challenges of the future.

I. COMMON LAW DOCTRINE

Massachusetts is a common law state, one of 42 such states in the nation. This means that our system of law came from England where it was formed by judges' decisions in keeping with social custom.

In the beginning years of our nation, women were defined only by their relationships with men: they were daughters until they became wives. No one regarded them as adult people. Legally, the status of

married women equalled that of babies, idiots, and serfs.

When a woman married, her husband gained absolute control over her possessions -- land, houses, personal property, and household goods. Even in the rare cases where a woman could earn a wage, this too belonged to her husband. A wife could not sign a contract, sue or be sued, or make a will without her husband's permission. Finally, she was not entitled to the custody of her own children.

These common law principles followed the early settlers to America to form the basis of American law. They continue to define the position of women in American society some six centuries after they were first used. It was not until the mid-nineteenth century that women began to unite for the social and legal equality denied to them by these common law ideas of inferiority and non-existence.

II. NINETEENTH CENTURY AND THE WOMEN'S MOVEMENT

The anti-slavery movement of the 1830's and the 1840's gave women their first introduction to the political world. Women fought actively to oppose slavery from the movement's beginning, but when the anti-slavery society was founded officially in 1831, it permitted no female members. Undaunted by this act of discrimination, women continued to speak out by starting their own Female Anti-Slavery Society under the leadership of Lucretia Mott and the Grimke sisters.

Never before this had women dared to speak in public. Their bold actions subjected them to vicious attacks from the press and pulpit and jeering mobs. However, their courage in supporting the anti-slavery cause failed to get them voting rights or recognition at the 1840 worldwide anti-slavery convention in London. The unfairness of being forced to sit behind a curtain in the balcony at the convention, for a cause women had risked their lives for, moved some women into action.

Elizabeth Cady Stanton and Lucretia Mott were two women who attended the convention but were denied the right to participate. Yet their activity in the anti-slavery movement had taught them how to organize in politics; eight years later they joined forces to plan their own convention -- this time for women. They wrote a platform called the Declaration of Sentiments, based on the Declaration of Independence, outlining equal rights for women. Stanton insisted on including a statement asking that women be granted the right to vote. This move was considered so radical that her husband left town rather than suffer the embarrassment of public reaction to it.

Seneca Falls 1848

Women from miles around appeared at Stanton and Mott's convention in Seneca Falls. They passed all the articles of the Declaration of Sentiments unanimously -- except the suffrage article. After long debate, it passed by narrow margin. Women had begun their long march towards political equality. Three years later Elizabeth Cady Stanton

met Susan B. Anthony, forming a team that would lead the women's rights movement for the rest of the century. But of all the women who went to Seneca Falls in 1848, only one -- Charlotte Woodward -- lived to cast her vote in the 1920 election.

Civil War: The Negro's Hour

The outbreak of the Civil War halted the progress of the women's movement. This was because active women focused their energy on collecting one million signatures on an anti-slavery petition for Congress. When the war ended, the question of voting rights for Negroes was the foremost political issue. Women, who had fought so hard to abolish slavery and to preserve the Union, believed that their efforts would also bring them the right to vote.

They were wrong. Instead, they were told it was the "Negro's Hour." People who were fighting for the passage of the 14th Amendment to the Constitution -- the law giving Negroes the right to vote -- feared it would not pass if it also let women vote. Anthony and Stanton knew that if the Amendment left out female suffrage, women would have to work out their own Amendment. They were right.

Women faced enormous disadvantages in their daily lives besides lacking the vote. This was a time when husbands could beat their wives to discipline them; the only legal restriction limited the size of the stick used. Not until the end of the nineteenth century did married women win the right to own property, make contracts, or keep their wages. A few courageous women continued to work non-stop to better the status of women. Slowly and with great costs to their personal lives, some victories were won.

But when our country celebrated its 100 year birthday at a celebration in Philadelphia, 1876, women could not be official guests. But five brave women staged their own brief protest, presenting a women's rights petition to the Chairman of the celebration. Elizabeth Cady Stanton later wrote:

"...Their work was not for themselves alone, not for the present generation, but for all women of all time. The hopes of posterity were in their hands and they determined to place on record for the daughters of 1976, the fact that their mothers of 1876 had asserted their equality of rights, and impeached the government of that day for its injustices toward women."

Twentieth Century and the 19th Amendment

Women would not create an uproar to the nation like the one they had in 1876 until 1910. Then, Elizabeth Stanton's daughter, Harriet Stanton Blatch, organized the first great suffrage parade. This march brought together all classes of women: factory workers, professors, housewives, and secretaries, in a common cause. In 1913, the day

before Woodrow Wilson's inauguration, Alice Paul and Lucy Burns organized another suffrage parade. Men and boys sneered and cursed at the marching women, throwing rotten fruit and vegetables at them, and forcing them to march one by one down the avenue.

The violence of the 1913 march seemed to bring new life into the movement. In 1914 Nevada and Montana granted women the vote. The movement gained an outstanding leader in Carrie Chapman Catt. The entrance of the United States into World War I gave women another chance to show their strengths and right to equality.

The war also provided women with a new tactic in their struggle. If the war was being fought "to make the world safe for democracy", there was no reason to limit democracy to half of America. By January 1917 women were picketing the White House. They refused to act violently, but rather stood silently and firmly where the President would have to see them whenever he arrived or left the White House. War fever made any protestors seem un-American and soon people opposed the demonstrating women. By the end of the summer, 218 women from 26 states had been arrested, 96 women jailed, including leaders Alice Paul and Lucy Burns. But even jail did not stop women, for as soon as one was arrested, she would have a new picketer take her place, to return as soon as she was released from jail.

By the end of the war opinion in the press began to favor the women's cause. This support, paired with the brilliant organization of Carrie Chapman Catt, helped the Women's Suffrage Amendment to pass when it came up for a vote in 1918. Forty years after Susan B. Anthony filed this amendment, the House passed it with exactly two thirds vote.

Final passage by the Senate and ratification by the states took longer and was a harder struggle than anyone dreamed. The Senate did not pass it until June of 1919 and on August 18, 1920, when Tennessee ratified, the 19th Amendment became part of the Constitution. On that day 26 million women received the vote. People thought the world would change. It didn't.

III. LEGAL HISTORY OF THE STRUGGLE FOR EQUALITY

The most powerful tool we now have to gain women equality under the law is the 14th Amendment. While its original purpose was to guarantee Negroes their civil rights, the important phrase in the amendment -- that "...no state shall deny to any person within its jurisdiction the equal protection of the laws" -- has been more recently extended to women. This law can only control what the state -- not private persons -- can do, but it has worked to eliminate almost all racial discrimination in law.

But its success in granting women legal equality is yet to be proven. Judges who enforce the law have refused to apply it as strictly in cases of sex discrimination as they have in cases of race discrimination. The Supreme Court in 1971 had the chance to set a national judicial standard that would have gone far to make sex discrimination as illegal as race discrimination. But they refused to use this stand in

their decision, and all their decisions on sex discrimination since 1971 have not been consistent.

This situation has led many lawyers and citizens to become unsure and cynical that the 14th Amendment will ever bring women equality under the law. The alternative method -- case by case -- is slow and expensive, usually requiring decades to achieve meaningful law reform. Many people argue that the Equal Rights Amendment (ERA), first filed by feminists in 1923 when they prophetically realized that the vote would not mean equality, is the only way that men and women can get "equal justice under the law" in our lifetime.

Federal Legislation

In the past decade and a half many pieces of legislation have been passed to give women greater rights. Two of the most important of these laws are the Equal Pay Act (1963) and Title VII of the Civil Rights Act of 1964. The Equal Pay Act attempts to legislate a very simple idea: men and women who do the same job under similar conditions should get the same pay. For example, a female maid should get the same pay as a male janitor if they do the same work.

The second law is the Civil Rights Act of 1964, particularly a subsection of the law numbered Title VII. This law protects women only by legislative accident, when a Southern Congressman introduced the word "sex" into the subsection of the law as a joke in hopes that it would defeat the entire law. But the law passed and it has proved to be the major weapon in women's fight for equal employment opportunity. Title VII prohibits discrimination in most employment situations.

The idea of equal opportunity in employment for women was extended to education in another bill -- the Higher Education Acts of 1972. Several other bills also attempt to give women equality in credit. But the experience of women has shown again and again that these separate pieces of legislation have failed to bring women equality. While there have been many individual legal pieces of progress, some equalling big steps forward, when they are all viewed and enacted together they do not guarantee equality.

This situation can be compared to using an umbrella with a hole in it during a rainstorm. If the umbrella is positioned exactly right, it might protect you from the rain; but if it is leaned just slightly to one side, it won't. Many judges and states have failed to put these pieces of legislation together in the one way that they could legally protect women. Women suffer inequality under the law because of it.

Massachusetts Law -- Sex Discrimination

Massachusetts has joined the battle to give women legal equality, amending its laws over the past five years to include sex discrimination as an illegal action. Women's rights are protected in the areas of employment, housing, accommodations, credit, and public education. The agency charged with enforcing these laws is the Massachusetts Commission

Against Discrimination (MCAD). A victim of inadequate funds with many responsibilities, the MCAD has a huge backlog of cases. In response to the crisis at MCAD, legislation was passed in 1975 allowing any person who felt they were illegally discriminated against to take their case directly to court. However, the problem of enforcement of discrimination laws remains as serious as ever.

The second part of the picture of the impact of anti-discrimination laws in Massachusetts are regulations. Laws are purposely written in broad and general terms; agencies are supposed to write regulations to specifically detail what the law does or does not do. In the same way that the game of baseball is much more than three outs, three strikes, and four balls, laws depend on regulations to make them worth something. Regulations may be written so that they actually weaken the law or take so long in formulation that years pass before the law takes effect. This is a major cause of legal injustice.

IV. CONCLUSION

Women have improved their legal status dramatically since the days they were treated the same as babies, idiots, or slaves. This road to equality has been long, and women still -- as this essay shows -- have not reached the end. History and daily experience show that neither laws, nor regulations, nor the equal protection clause of the 14th Amendment have brought women to the point of equality under the law.

The question of how we will reach this goal still remains open. A highly visible answer that many people believe in today is the passage of the Equal Rights Amendment, both on the state and federal levels. The Governor's Commission on the Status of Women officially endorses the ERA, an amendment first filed in 1923, as a law whose time is long overdue.

People once thought the vote was the most radical right that a woman could gain and that once she could vote, her equality was guaranteed. But history has shown that this has not become reality. Nothing short of major changes in social attitudes toward women and legal equality in other areas of life will be needed before women stand equal to men in American society.

AGENCIES PROVIDING SERVICES TO SINGLE MOTHERS
(prepared by Mimi Stewart)

Introduction

When I originally began to work at getting the information in this listing together my expectation for the final product was that it would provide an extremely detailed description of hundreds of agencies throughout the Commonwealth. The goal behind the project at that point was simply to give single pregnant women a broad range of information about the different services provided and different ways of providing those services of the various agencies within their area so they could choose the resource which would give them the particular services(s) they desire. However, the actual product, the attached listing of service agencies does not fulfill my expectation because I ran into several major problems in the process of getting information from the agencies I wanted to describe. In addition there was little communication among agencies providing similar services.

The attached listing of agencies with services to single mothers is limited both in length(the number of resources listed) and in the detail and depth of the description of each agency. The hopes behind distributing such a superficial list are: (1) that workers and prospective clients will begin to be more aware of the various services to single mothers and (2) that it will provide a preliminary basis for sharing information about and between service agencies.

EASTERN MASSACHUSETTS:

AVENUE NEIGHBORHOOD HEALTH CENTER

1295 BlueHill Ave.

Mattapan 02128

SIZE - Staff: 14, Clients per year: 5,800

SERVICES PROVIDED: pediatrics, adult medicine, podiatry, family planning, ob/gyn, nutrition, dental care, mental health services under negotiation.

RESTRICTIONS: Minors under 16 must have parental consent.

FEE: Total prenatal package up to hospitalization is \$75, expectant mothers referred to Boston City Hospital.

GOAL: To treat each case as a complete entity

BOWDOIN ST. HEALTH CENTER

22 Bowdoin St.

Dorchester, 02122

SIZE: Staff: 18 (paid), Clients per year: 17,500

SERVICES PROVIDED: Psychiatry, clinical social work, pediatrics, adult medicine, podiatry, dermatology, gyn.

RESTRICTIONS: None

FEES: Sliding Scale

COMMITMENT: Informal policy of preventive health care.

BROOKSIDE PARK FAMILY LIFE CENTER

3297 Washington St.

Jamaica Plain, 02130

SIZE - Staff: 60, Clients per year: 33,000

SERVICES PROVIDED: Comprehensive medical care (including ob/gyn), social service, mental health, dental care for children, services for learning problems, referrals for abortion and adoption, speech and hearing.

RESTRICTIONS: must live in Jamaica Plain.

FEES: Sliding scale starting at \$0.

CAMBRIDGE FAMILY AND CHILDREN'S SERVICE

99 Bishop Richard Allen Drive

Cambridge, 02139, tel. 617-876-4210

SIZE - Staff: 25; Clients per year: 1,040, overall; 25 unwed mothers.

SERVICES PROVIDED: Counseling on options, aid in obtaining medical care, abortion counseling, job and educational counseling, help in living arrangements, temporary foster care for baby adoption placement, and help in obtaining birth control.

HOURS: Monday, Thursday, and Friday, 8-5; Tuesday and Wednesday, 8-8:30

RESTRICTIONS: none

FEES: Sliding Scale starting at \$0.

CAMBRIDGE PSYCHOTHERAPY INSTITUTE

24 Coolidge Hill Road

Cambridge, 02138, tel. 617-868-1999

SIZE - Staff: 23; Clients per year: 100-200

SERVICES PROVIDED: Help with human relations problems, crisis intervention, couples therapy, individual and group therapy, psychotherapeutic counseling available for pregnant women.

RESTRICTIONS: Parental consent for minors unless completely independent from parents.

FEES: \$5 - \$10 per session, fee varies with the therapists' training and the services.

COMMITMENT: Collaborative work between client and therapist determined by the client.

CATHOLIC CHARITABLE BUREAU OF BOSTON

10 Derne St.

Boston

SIZE - Staff: 45-50, Clients per year: 3,100.

SERVICES PROVIDED: Case work, group work counseling, prenatal and postnatal, foster home placement for infant and mother, medical planning counseling to single mothers and biological father, legal rights, and day care.

RESTRICTIONS: Involvement of parent or guardian required for on-going services to minors.

FEES: Sliding scale from \$0 to \$35.

IDEOLOGICAL COMMITMENT: Self-sufficiency of mother and best interest of child.

THE CENTER FOR WOMEN AT MASSASOIT

290 Thatcher St.

Brockton, 02402

SIZE - Staff: 20, 3 part time and salaried, 17 volunteers. Clients per year: 500

SERVICES PROVIDED: Long and short term counseling for families, couples individuals; child evaluation and treatment, crisis intervention, drug counseling, pregnancy counseling, and VD problems counseling.

RESTRICTIONS: Chelsea residents only, services to all under 16 need consent of parent or guardian.

FEES: Small charge for workshops only

IDEOLOGICAL COMMITMENT: Make each woman aware of her

CHELSEA COMMUNITY COUNSELING CENTER

Webster and Spenser Avenues

Chelsea, 02150

SIZE - Staff: 14 paid, 14 volunteers; Clients per year: 500

SERVICES PROVIDED: Long and short term counseling for families, couples, individuals; child evaluation and treatment, crisis intervention, drug counseling, pregnancy counseling, and VD problems counseling.

RESTRICTIONS: Chelsea residents only, services to all under 16 need consent of parent or guardian.

FEES: Sliding scale, medicaid vendor.

CHILD CARE RESOURCE CENTER, INC.

123 Mt. Auburn St.

Cambridge, 02138, tel 617-547-9861

SERVICES PROVIDED: Support of parents and child care workers in their child-rearing work, assistance in locating child care, setting up playgroups, information on welfare policies, information on food stamps, on children with special needs, information on emergency services related to housing, child abuse, health services; single parents groups and other support services for child care workers and child care programs (focus on child care, not pregnancy)

RESTRICTIONS: None

FEES: None, contributions encouraged.

IDEOLOGICAL COMMITMENT: expansion of parent and worker-controlled child care, development of services that are non-sexist, and economically mixed.

CRITTENTON-HASTINGS HOUSE

10 Perthshire Road

Boston, 02135, tel 617 782-7600

SIZE - Staff: 22 direct service, 7 administrative and clerical, Clients per year: residents 130, day program, 120.

RESTRICTIONS: None

FEES: Sliding scale - residence, \$30 per day maximum, assistance in obtaining agency support when possible; day program, no fee however services are limited to inner city title XX eligible families.

GOALS: To enable the adolescent to continue school during and after her pregnancy, ensure prenatal health care, provide supportive frame work, making the decisions with regard to adoption or keeping, provide education for parenthood within the context of the mother's issues of identity and personal development, and to avoid future unplanned pregnancies.

DORCHESTER HOUSE MULTI-SERVICE CENTER

1353 Dorchester Ave
Dorchester, 02122

SIZE - Staff: 8 Clients per year: 125

SERVICES PROVIDED: Weekly home visits starting with pregnancy and continuing until child is 2 years, childbirth classes, mother-infant course, single mothers group, clothing and lending library, early playgroup, child rearing program.

RESTRICTIONS: None

FEES: Home visits: not yet set since previously uncharged childbirth: \$8-\$10

IDEOLOGICAL COMMITMENT: Focus on maintaining a healthy mother-child relationship

EAST BOSTON NEIGHBORHOOD HEALTH CENTER

79 Paris St.
East Boston 02128

SIZE - Staff: 1 full time and 3 part time Clients per year: 40-50 single pregnant women

SERVICES PROVIDED: prenatal and child care education, individual, group and family counseling, referral service and crisis intervention.

RESTRICTIONS: Parental consent for minors

FEES: Sliding scale to first party, generally 3rd party payment.

EAST SOMERVILLE HEALTH CENTER

14 Hathorn St.
Somerville, 02145; tel. 617-776-6120

SIZE - Staff: about 10; Clients per year: 6,000 visits

SERVICES PROVIDED: Pediatrics, ob/gyn, prenatal care, family planning, lab services, speech therapy, hearing tests, mental health referrals, adolescent group, single mothers group.

RESTRICTIONS: Must be a somerville resident, no need for parental consent.

FEES: \$5.00 for visits including some lab work, rechecks are \$3 per visit. There will be an additional fee for lab work which can not be done on the premises.

ELIZABETH STONE HOUSE

128 Minden St.
Jamaica Plain, 02130

SIZE - Staff: 6 paid and 30 volunteers; Clients per year: 70

SERVICES PROVIDED: Food, shelter, paraprofessional staffing, client advocacy, no program specifically for pregnancy.

RESTRICTIONS: No minors, no violent people, no weapons, no alcohol de tox

FEES: None

IDEOLOGICAL COMMITMENT: Feminist support to help and encourage women to develop their strength and autonomy.

ERICH LINDEMANN MENTAL HEALTH CENTER

Harbor Area Children's Services
Government Center, Boston 02114

(Community Home Treatment Team 100 Bellingham St., Chelsea 02150)

SIZE - Staff: 5, Clients per year: 70

SERVICES PROVIDED: Short term therapy, crisis intervention, consultation and referrals for family oriented problems.

RESTRICTIONS: Parental consent for youths 17 and under, clients must reside in Beacon Hill, Charlestown, East Boston, North End, Chelsea, Revere and Winthrop

FEES: None

FAMILY SERVICE ASSOCIATION OF GREATER BOSTON

34½ Beacon St.

Boston, 02108

SIZE - Staff: 75 Professional social workers; Clients Per Year: 5721.

SERVICES PROVIDED: Individual, group, marital, sexual, and debt counseling parent child problems, protective services for adults (mostly aged) child abuse, family life education, homemaker service, services to Spanish speaking clients, pregnancy counseling to pregnant women and to the father of the child.

RESTRICTIONS: None

FEES: Sliding Scale from \$0 to \$25. AFDC Clients.

HARVARD ST. NEIGHBORHOOD HEALTH CENTER

895 Blue Hill Ave.

Dorchester, 02124

SIZE - Staff: 7

SERVICES PROVIDED: Counseling, locating day care/homemaker services, emergency food and clothing, child care classes, adolescent group, family planning, ob/gyn care, pediatrics, adult medicine, nutrition, speech and hearing therapy, obstetrics, screening for sickle-cell and hypertension, outreach nursing, dental, immunization, interpreter: Spanish, French, English, Creole.

FEES: No charge for social services, all others sliding scale.

INSIGHT '70's

71 Sumner Ave

Springfield, 01108 tel. 413-732-2553

SIZE - Staff: 7; Clients Per Year: 200

SERVICES PROVIDED: Individual group, vocational, and advocacy counseling, weekly rap sessions for single parents and for drug and alcohol related problems, various other ways of responding to the needs of the community.

RESTRICTIONS: None

FEES: None

IDEOLOGICAL COMMITMENT: Respect for various life styles chosen by our clients and a non-authoritarian, self-help feminist orientation.

MASSACHUSETTS GENERAL HOSPITAL CHELSEA HEALTH CENTER

111 Bellingham St.

Chelsea 02150

SIZE - Staff: 50; Clients per year, 2,600.

SERVICES PROVIDED: Adult medicine pediatrics, mental health services, ob/gyn care, dental services up to 20. Well Child Service, speech and hearing therapy, dermatology, podiatry services, adolescent medicine, allergy and nutrition

RESTRICTIONS: Parental consent necessary in accord with state law; affiliation with St. Elizabeth's precludes certain birth control and abortion however these services can be provided at the center through affiliation with MGH & BHW

FEES: Sliding Scale.

MATERNITY AND INFANT CARE PROJECT

St. Margaret's Hospital Satellite

376 West 4th St.

South Boston, 02127, tel 617-884-8300

SIZE - Staff: 17 Clients per year: 300 in pregnancy clinic

SERVICES PROVIDED: Prenatal and postnatal visits, delivery through visiting nurse assoc., dental care, child care, pediatric services.

RESTRICTIONS: Parental consent unless emancipated minor only residents of South Boston.

FEES: \$850 total package, grant funds may be used if there is no other source

PARENT'S AID SOCIETY

673 Boylston St.

Boston, 02116

SIZE - Staff: 15 paid and 5 volunteers; Clients per Year: several thousand

SERVICES PROVIDED: First trimester abortion, birth control, VD, sexuality counseling, pregnancy testing, counseling, and referrals

RESTRICTIONS: None.

FEES: Sliding scale \$0-\$150

SOMERVILLE HOSPITAL

Division of Community Health

230 Highland Ave.

Somerville 02143

SIZE - Staff: 37, Clients per year \$23,000

SERVICES PROVIDED: Pediatrics, ob/gyn, internal medicine, dentistry, speech and hearing therapy, nutrition counseling and childbirth education.

RESTRICTIONS: Emphasis on care to low-income people

FEES: Sliding Scale: \$2-\$15, medicaid, medicare & Blue Cross accepted.

IDEOGOGICAL COMMITMENT: Education of the community to attend to basic health maintenance on an individual basis.

SOMERVILLE MENTAL HEALTH CLINIC

63 College Ave.

Somerville, 02144, tel. 617-623-3268

SIZE - Staff: 30 plus students and volunteers; Clients per year: 1000

SERVICES PROVIDED: Individual, family and group therapy for children, adolescents, and adults - special groups for single mothers.

RESTRICTIONS: Usually refer high income people and geriatric cases elsewhere

FEES: \$1 minimum per family per week with sliding scale up to \$20 per week

ST. MARGARET'S HOSPITAL FOR WOMEN

90 Cushing Ave.

Dorchester 02125

St. Mary's Home: (adjacent building: dedicated to the needs of single mothers)

SIZE - Staff: 458 paid, 95 volunteers, 6 paid staff at St. Mary's

SERVICES RENDERED: ob/gyn, care of newborn, St. Mary's offers residential care, prenatal classes, accredited school program for jr. and sr. high school students, counseling to pregnant women and their families, the father of the child.

RESTRICTIONS: Parental consent for minors unless emancipated

FEES: Established fees lessened when necessary.

WHITTIER STREET HEALTH CENTER

20 WHITTIER STREET

ROXBURY, 02120

SIZE - Staff: 25 Clients per year: 6,000

SERVICES PROVIDED: ob/gyn, family planning, hot line, social services, mental health, nutrition, dental, eye care, dermatology, child birth classes, prenatal and postnatal care with a midwife.

RESTRICTIONS: None

FEES: \$3 per visit waived if unaffordable.

WOMEN'S COUNSELING AND RESOURCE CENTER

155 Mass Ave.,
Cambridge, 02138

SIZE - Staff: 18 part time volunteers; Clients: 30/week for counseling
10/week for referrals

SERVICES PROVIDED: Short term psychological counseling, referrals, emphasis
on one-to-one counseling rather than work with a family.

RESTRICTIONS: No work with adolescents or children

FEES: Sliding scale from \$0 to \$10 per session.

IDEOLOGICAL COMMITMENT: help and support women in actualizing their potential
especially to women who feel in a crisis of "stuck" in a powerless position.

WOMEN'S SERVICE

c/o Tamara Campbell - Supervising Nurse Practitioner
Somerville Hospital
230 Highland Ave.
Somerville 02143

SIZE - Staff: 5; Clients per year: 600

SERVICES PROVIDED: Gyn exams, breast exams, pap smear, diagnosis of gyn
problems., family planning, abortion counseling and referral, prenatal care
general information on all aspects of health care.

RESTRICTIONS: None.

FEES: Sliding scale to first party payments, medicaid and insurance
accepted.

IDEOLOGICAL COMMITMENT: Consumer education orientation and health education;
encourage women to consider gyn care as a lifelong concern rather than
periodic crisis, enlighten women to the social, emotional, and physical
helping resources around them and encourage their use.

WOMANSPACE

Feminist Therapy Collective
636 Beacon St., Room 303B
Boston 02215

SIZE - Staff: 4; Clients: 35 women per week

SERVICES PROVIDED: Individual counseling for women, couples, and groups;
consulting to other groups, workshops on counseling, publications,
training for feminist therapy students, child therapy starting in the Fall of '76.

RESTRICTIONS: Will not see women on medication cannot collect third party
payments.

FEES: \$0 to \$15 per session usual payment if \$15.

IDEOLOGICAL COMMITMENT: To feminist therapy.

WESTERN MASSACHUSETTS

BRIGHTWOOD RIVERVIEW HEALTH CENTER

103 Division St.
Springfield, 01107

SIZE - Staff: 14; Clients per year: 12,500

SERVICES PROVIDED: Gyn Care, family planning, adult general medicine pediatric general medicine, dental program, hypertensive program, speech therapy

RESTRICTIONS: People under 18 must be accompanied by an adult unless for VD

FEES: Flat rate of \$34, then all pay according to ability.

IDEOLOGICAL COMMITMENT: Preventive medicine and self-help

CROSSROADS COMMUNITY GROWTH CENTER

359 Dwight St., Room 204
Holyoke, 513-536-4240

SIZE - Staff: 26; Clients per year: 350

SERVICES PROVIDED: Emotional counseling, both readjustment for ex-mental patients and general help for day to day difficulties, individual and group counseling, drop-in-center, medication clinic operated by a psychiatrist, information and referral service, social and recreational activities

FEES: \$0 - \$5 based on ability to pay.

RESTRICTIONS: 16 and up.

EVERYWOMAN'S CENTER

506 Goodell Hall
U. Mass., Amherst

SIZE - Staff: 34; Clients per year: 15,700

SERVICES PROVIDED: Medical, legal, social welfare, educational skills, educational referrals, academic and research resources concerning women, newsletter, personal counseling, personal growth groups, support groups, career counseling, career information, job testing, housing and child care listings. Poor Woman's Task Force (helps poor women enter higher education), discrimination advocacy and counseling, workshops for women on personal issues, societal issues, and skills, referrals to feminist activities, multi-arts publication.

RESTRICTIONS: None, however the center was set up to deal with older adolescent women and up.

FEES: All programs are free except for workshops which are \$25 with scholarships available.

IDEOLOGICAL COMMITMENT: Feminism pervades all work, there is general support for self-help yet this approach is not always used as an effort is made to treat each individual according to her personal needs.

FAMILY PLANNING COUNCIL OF WESTERN MASS (Regional Office)

16 Center St., Northampton 01060 tel
Northampton, 01060, tel. 413-586-2016

HAMPSHIRE COUNTY OFFICE - 17 Center St., Northampton 01060; 413-586-2539

SIZE - Staff: 60 paid positions, 40 volunteer Clients per year: 8,500

SERVICES PROVIDED: (specifically to single pregnant women) pregnancy testing urine test and/or pelvic exam, VD testing and treatment, pregnancy counseling contraceptive care, pap smear, breast exam, referral for prenatal care, referral for social welfare services, referral for general health care services referral for genetic screening and counseling, referral for infertility, referral for sterilization, (general services:) educational programs on family planning, human sexuality and general health care, speaker's bureau, film & audio-visual aids for rental, resource referral library, training

programs for professionals in family planning and human sexuality counseling.

RESTRICTIONS: None

FEES: Medicaid and sliding scale based on ability to pay for individual payment

IDEOLOGICAL COMMITMENT: Primary purpose is to make every child a wanted child and to offer non-judgemental services and referrals.

The Family Planning Council of Western Mass. has four county offices:

HAMDEN COUNTY OFFICE 175 State St., 2nd floor Springfield 01103, 413-733-6639

FRANKLIN COUNTY OFFICE 31 Federal St., Greenfield, 01301, 413-774-3834

BERKSHIRE COUNTY OFFICE, 100 North St., Pittsfield, 01201, 413-443-2944

HAMPSHIRE COUNTY OFFICE, 16 Center St., Northampton, 01060, 413-586-2539

INSIGHT '70's

71 Sumner St.

Springfield, tel. 413-732-2553

SIZE - Staff: 7 Clients per year: 200

SERVICES PROVIDED: Individual, group, vocational, and advocacy counseling, weekly rap sessions for single parents and for drug and alcohol related problems, staff gives talks at schools.

RESTRICTIONS: Parental consent for minors.

FEES: None.

IDEOLOGICAL COMMITMENT: Basic goals are for self-help, feminist support, education, and sharing information about local resources.

OUR LADY OF PROVIDENCE CHILDREN's CENTER

Services to Unmarried Parents Program

2112 Riverdale St., West Springfield, tel 413-788-7366

SIZE - Staff: 13 counselors; Clients per year: 90-100

SERVICES PROVIDED: Pregnancy testing, individual counseling, support groups, prenatal groups, planning for medical care, financial resources, continuing education, living arrangements, foster homes for infants, looking for temporary foster homes for young women before and during birth.

FEES: No fee for counseling, sliding scale for foster care with maximum of \$25 per week, this fee can be waived.

IDEOLOGICAL COMMITMENT: No specific religious orientation, effort is to see each client as an individual with particular needs.

SOJOURN INC.

94 North Leverett Rd.

North Leverett MA 01054, tel. 413-367-2889

SIZE - Staff: 5; Clients per year: 20 long term and 30 short term

SERVICES PROVIDED: Personal, group and family counseling, GED tutorial program, life management and independent living training, vocational advocacy, residential facilities, residential advocacy and placement.

RESTRICTIONS: Young women, ages 13 to 19 from Franklin, Hampshire and Hamden Counties, enrollment in program is based on referral from Department of Youth Services and the courts.

FEES: No charge, but eligibility requirements set by the state

IDEOLOGICAL COMMITMENT: Set up in opposition to the stereotyped conceptions of femininity which the courts project onto female offenders as an ideal. The effort is to help women "move in progressive steps from supervision to full independence" and to go through the process as an individual, not in relation to traditional conceptions of femininity.

CENTRAL MASSACHUSETTS

CHILDBIRTH EDUCATION ASSOC., INC. OF CENTRAL MASS.

Box 193, Westside Station.

Worcester, MA 01602

SERVICES PROVIDED: Classes in Lamaze method of childbirth, in newborn care, and exercise classes for mothers to get body back in shape, an early pregnancy class for 1st and 2nd trimester women (no charge).

FEES: Adjustable so everyone can come.

GOALS: Preparing for physical and emotional experience of childbirth and post partum period; there are single women in the classes.

CRISIS CENTER INC.

162 Chandler St.

Worcester, 01609

SIZE - Staff: 11 full time, 2 part time, 50 volunteers; Clients per year 250 (Hotline, 1,000)

SERVICES PROVIDED: Hotline, 24 hours and seven day a week, short term individual couple, and family counseling, runaway services with temporary shelter, storefront offering educational, recreational and vocational activities, training, education and consulting for other agencies.

FEES: Free, except for services to other agencies where fee is negotiable.

IDEOLOGICAL COMMITMENT: To support and encourage self-help.

MARILLAC MANOR

2 Granite St.

Worcester (Catholic Charities)

SIZE - Staff: 16; Clients per year:

SERVICES PROVIDED: Residential care, free pregnancy testing, pre and post natal care, group, individual and family counseling, pastoral care, tutoring, births at St. Vincents Hospital, recreation and socialization preparation for parenthood, financial planning, legal aid, foster care for infants.

RESTRICTIONS: Parental consent for minors

IDEOLOGICAL COMMITMENT: Effort is for an objective approach to the woman's total being.

SOUTHERN MASSACHUSETTS

NEW BEDFORD CHILD AND FAMILY SERVICES

141 Page St.

New Bedford 02740

SIZE - Staff: 3 full time and 1 part time volunteer. Clients per year: 150

SERVICES PROVIDED: Counseling on a social work model, group sessions, range of backup and follow through services, some short term foster care.

RESTRICTIONS: None.

FEES: Sliding scale from \$0 to \$15 per hour.

GOALS: Promote healthy independent living.

ADDENDUM

C.O.P.E.

37 Clarendon St.,

Boston, 02116 tel. 357-5588 (9-4 Monday through Friday)

SIZE - Staff: 7 Counselors, 20 Group Leaders for support groups

Clients: 20 Massachusetts Communities, 125 in groups

SERVICES PROVIDED: Individual decision making, crisis intervention counseling for keeping a pregnancy or an abortion. Support Groups for pregnant women/new mothers, single or married; mothers of premature babies; dual births; post abortion; fathers' group; exercise movement; pregnancy related and women over forty groups.

RESTRICTIONS: None

FEES: \$20, sliding scale for Individual Counseling; \$15 per month for weekly meetings in Support Groups, plus \$5 initial membership

GREATER BOSTON BIRTHRIGHT

c/o St. Elizabeth's Hospital

736 Cambridge Street

Brighton, MA 02135, tel. 782-5151

SIZE - Staff: 40 (volunteer) with 1 part-time secretary (paid); Clients: 150

SERVICES PROVIDED: one-to-one friendship counseling (like a big sister); referrals to professional help and for supportive services for the single parent(s) such as jobs, housing, infant clothing.

RESTRICTIONS: Help provided by this agency in non-professional; they refer clients to all professional services when needed.

FEES: none

COMMITMENT: All work is done within a pro-life frame of reference. "It is the right of every pregnant woman to give birth,...and the right of every child to be born."

WHITTIER STREET HEALTH CENTER

20 Whittier Street

Roxbury, MA 02120

SIZE: Staff: 25 Clients per year: 6000

SERVICES PROVIDED: ob/gyn, family planning, hot line, social services, mental health, nutrition, dental, eye care, dermatology, child birth classes, prenatal and postnatal care with a midwife, pediatrics, internal medicine, podiatry optometry, sickle cell counseling, family planning,

RESTRICTIONS: None

FEES: 1st visit \$6, return visits \$3 plus lab; Sliding Fee scale based on take home pay and family size

MASSACHUSETTS SERVICES ASSISTING
WOMEN IN EMPLOYMENT

(compiled by Linda Kaplan)

BOSTON YWCA COUNSELING SERVICES

140 Clarendon Street
Boston, MA 02116
Phone: 536-7940

Provides vocational and personal counseling services. Any job openings received are posted on the bulletin board.

CAREER CENTER

4 Oak Street
Needham, MA 02192
Phone: 444-0650

Work with placement of professional and non-professional women on both part-time and full-time basis. Charge for career counseling; no charge for placement.

CIVIC CENTER AND CLEARINGHOUSE, INC.

Career and Vocational Advisory Service (CVAS)
14 Beacon Street
Boston, MA 02108
Phone: 227-1762

CVAS offers educational, vocational, career planning and counseling, information on continuing education programs, and intern--and apprenticeships. Applications kept on active file and clients are notified promptly of positions as and when they become available. There is a fee.

DIVERSION OF FEMALE OFFENDERS PROGRAM

14 Somerset Street
Boston, MA 02108
Phone: 723-3750

A pre-trial diversion program serving women only. Works with clients in individual and group counseling, skills evaluation and career development. Services are designed to help the client to become independent, both emotionally and financially.

EVERYWOMAN'S CENTER WOMEN AND EMPLOYMENT WORKGROUP

Goodell Building
University of Massachusetts/Amherst
Amherst, MA 01002
Phone: (413) 545-0883

EVERYWOMAN'S CENTER

The workgroup offers the following services to college and community women: Career counseling, both individual and small group; Project Self workshops; Speakers Bureau; Mini Workshops; Referral Service for discrimination in employment; a small career library specifically on women's employment; workgroup publications entitled "Career Options for the 70's" (40 pg., \$2.00) and their "Packet of Employment Information" (\$5.00); and a Job Bank. The counseling services and use of the resources in the Center are available without charge to all women, while the workshops and speaking engagements in the community usually have a small fee.

FAMILY COUNSELING SERVICE (REGION WEST), INC.

74 Walnut Park
Newton, MA 02158
Phone: 969-6550

Workshops, counseling, forming personal goals, testing and vocational counseling are offered. Also prepare people to use placement services.

FIVE COLLEGE COORDINATORS OFFICE

Box 740
Amherst, MA 01002
Phone: (413) 256-8316

Referral service available for the general areas of Amherst and Northampton.

HIGHER EDUCATION RESOURCE SERVICES (HERS)

Box 1901
Brown University
Providence, Rhode Island 02912
Phone: (401) 863-2197
ATTN: Lilli Hornig, Executive Director

Helps individual women and institutions by acting as a nationwide clearinghouse for faculty and administrative openings. HERS will help institutions to meet affirmative action goals, while helping women locate positions not available to them so long as traditional employment practices are followed. Candidates may register by sending a vita and a statement of their needs and preferences. (Planning a move to Wellesley in fall, 1976.)

JEWISH VOCATIONAL SERVICE, INC.

31 New Chardon Street
Boston, MA 02114
Phone: 723-2846

Provides counseling guidance and placement. Fee based on sliding scale for counseling. No charge for placement.

JOB'S CLEARING HOUSE
54 Chauncey Street
Boston, MA 02111
Phone: 542-6364

An employment agency working specifically with minorities.

MASSACHUSETTS INSTITUTE OF TECHNOLOGY ALUMNI PLACEMENT
Alumni Placement Office
Room 10-140
77 Massachusetts Avenue
Cambridge, MA 02139
Phone: 235-4737

Works with alumni of all disciplines at MIT; most aware of technical openings and career information.

MAYOR'S COMMISSION TO IMPROVE THE STATUS OF WOMEN
Boston City Hall
Room 603
Boston, MA 02201
Phone: 725-4496
ATTN: Jane Weissman

Information available about agencies dealing with job and career counseling for women and announcements concerning conferences, seminars, and workshops are posted as well as weekly job listings which are posted in all member agencies of the Women's Work Cooperative (WWC). WWC's main concern is helping women plan their careers and find employment. The member agencies of WWC include the Career and Vocational Advisory Service of the Civic Center and Clearinghouse, Wider Opportunities For Women, Women's Educational and Industrial Union, Women's Opportunity Research Center, Boston YWCA, Women's Bureau, Diversion of Female Offenders Program, Recruitment and Training Program, and Women's Enterprises of Boston.

NATIONAL ORGANIZATION FOR WOMEN COMPLIANCE TASK FORCE
45 Newbury Street
Boston, MA 02116
Phone: 267-6160

Accepts listing of jobs which are posted in the office. Has referral list of feminist agencies and consultants who charge fees. Task Force will consult on sex discrimination problems. Major purpose is to have an impact on community. Open Monday through Thursday 11AM to 3PM.

NEW ENVIRONMENTS FOR WOMEN ASSOCIATES

P.O. Box 37
N. Cambridge, MA 02140
Phone: 643-2228

NOTE: SUSPENDED INDEFINITELY
Counseling services only!

Consultation services to Educational Institutions, Business and Industry, Community Organizations on Affirmative Action Planning, Career Development Workshop Design, and Women's Education and Employment. Workshops and Group Counseling in Career and Life-Planning, Job Search, and Personal Growth. Counseling services for Career, Education, Life-Planning, Resume Development, and Job Finding.

NORTHEASTERN UNIVERSITY ALUMNI PLACEMENT

Alumni Placement Office
107 Forsyth Street
Boston, MA 02115
Phone: 437-2434

Operates job referral service for Northeastern University.

PERSONNEL RECRUITING AND REFERRAL OFFICE

2nd Floor
John W. McCormack State Office Building
1 Ashburton Place
Boston, MA 02108
Phone: 727-1590

Operates an employment referral office for the Commonwealth, referring qualified candidates to provisional and non-civil service state positions, both professional and non-professional. There is no fee for the service.

PROJECT RETAIN (RE-EMPLOYMENT OF THE AGED IN INDUSTRY)

83 Centre Street
Brookline, MA 02146
Phone: 734-9116
ATTN: Miriam Krieg

Does placement, counseling and referral for women over 55 years of age.

RADCLIFFE ALUMNAE CAREER SERVICES

10 Garden Street
Cambridge, MA 02138
Phone: 495-8631

Operates job counseling services for Radcliffe Alumnae.

RECRUITMENT AND TRAINING PROGRAM (R-T-P)

1216A Blue Hill Avenue

Mattapan, MA 02126

Phone: 296-0020

A non-profit corporation engaged in assisting minorities to gain entry into the skilled crafts within the building and construction trades, industry and private corporations.

Utilizes local employment agencies, minority community groups, community and youth organizations, churches, public school vocational counselors and the media to recruit, assist and provide supportive services to prospective apprentices by counseling them both on the positive and negative aspects of apprenticeship.

SELECTED EXECUTIVES, INC.

1106 Park Square Building

Boston, MA 02116

Phone: 426-3100

Specializing in minority and female professional placement, recruitment, and consultation. No charge for services provided individual candidates.

SPRINGFIELD WOMEN'S UNION

292 Worthington Street

Room 215

Springfield, MA 01103

Phone: (413) 732-1852

Have a job referral committee.

VALLEY WOMEN'S UNION

200 Main Street

Northampton, MA 01060

Phone: (413) 586-2011

Maintains a file of jobs available.

VOCATIONS FOR SOCIAL CHANGE

353 Broadway

Cambridge, MA 02139

Phone: 661-1571

Puts people in touch with alternative work opportunities and with others working for social change. Has information on a range of work options and suggestions, a limited number of job listings mostly in the social service field, and personal comments on job hunting and work experiences. VSC produces the People's Yellow Pages which contains information on various alternatives.

WIDER OPPORTUNITIES FOR WOMEN
Division of Employment Security
1st Floor
Charles F. Hurley Building
Government Center
Boston, MA 02114
Phone: 727-8978

A career counseling and resource center for women in which, through personal interviews and group sessions, counselors assess women's needs and strengths to take a personal inventory of their lives and provide them with job hunting techniques, resume help, interviewing tips, transference of skills, a realistic appraisal of the current job market, and an open listing of available jobs in the Boston area.

WOMEN'S BUREAU
U.S. Department of Labor
1612-C JFK Federal Building
Boston, MA 02203
Phone: 223-4036

The Women's Bureau is a force in the Federal Government for action to benefit women who work. Much of the work is educational providing information about women workers--their economic position, the laws that protect them from discrimination and steps still to be taken to improve their status. It serves individual women. Although it is not equipped to give individual counseling and job placement, it informs women where they can go for these services and provides general information about employment trends, training opportunities, and laws affecting women's employment. Programs are primarily directed toward helping women with special problems--those who are in minority groups, women offenders in need of job training, young women planning careers, women on welfare, women re-entering the work force.

WOMEN'S CENTER
41 Eagle Street
North Adams, MA 01247
Phone: (413) 663-3931

The Center has, among other things, an Employment Opportunities Project Group. Members of the EOPG provide individual assistance and organize workshops dealing with such things as resume writing, interview techniques, letters of application, career investigation, goal setting, and assessment of skills needed to meet career goals.

WOMEN'S EDUCATIONAL AND INDUSTRIAL UNION

Career Services
356 Boylston Street
Boston, MA 02116
Phone: 536-5651

Operates placement service for professionals and businesswo/men. Does career and job counseling as well as make job referrals. Provides Career Clinics for recent College Graduates, Returners and Social Workers at appropriate times throughout the year. Resource Room available for those needing a wide variety of information. Homeaker Services Department of the "Union" trains and places Homeakers. Family Day Care Program prepares women to run a day care service in their own homes.

WOMEN'S ENTERPRISES (W.E.) OF BOSTON

755 Boylston Street
Room 410
Boston, MA 02116
Phone: 266-2243

Goal is to facilitate working class women's access to employment in the skilled trades and technical occupations.

WOMEN'S EQUAL EMPLOYMENT MANAGEMENT CONSULTANTS

15 Totman Drive
Woburn, MA 01801
Phone: 933-6226

Does placement of women in business and industries jobs. Consultation on Affirmative Action and offers training in Human Relations area.

WOMEN'S OPPORTUNITY RESOURCE CENTER

Middlesex Community College, Division of Continuing Education
Springs Road
Bedford, MA 01730
Phone: 275-8910, extension 291,292

Offers individual and group career and employment counseling by appointment and for a nominal fee. Also provided are special career development and planning workshops to help women choose, explore and prepare for careers; and find and maintain jobs. Has an employment clearinghouse designed to help women find professional jobs, maintains a job bulletin board, has a resource library and offers short-term training for entry-level jobs.

WOMEN'S RESOURCE CENTER

66 Irving Street
Framingham, MA 01701
Phone: 873-9741

A free multi-service program which provides career counseling, skill-training and jobs development/placement programs to underemployed, unemployed and disadvantaged women and girls in the Greater Framingham area. Affiliated with West Suburban YWCA.

WOMEN'S SERVICES CENTER

135 Linden Street
Pittsfield, MA 01201
Phone: (413) 442-9458

Provides counseling services, career development workshops, vocational and educational counseling. Any job openings they receive are posted.

In addition to these services, check other local women's organizations for job listings and professional women's organizations for possible job openings of which they might know. Also, contact United Way of Massachusetts Bay, 14 Somerset Street, Boston, 02108 for information on local agencies, counseling and training, and for their pamphlet entitled "There's a way to get help: A GUIDE FOR THE UNEMPLOYED."

SELECTED BIBLIOGRAPHY ON ELIMINATING STEREOTYPES IN EDUCATION

The following list included those books, pamphlets, studies, and resource centers which we the members of the Elementary and Secondary Subcommittee feel are valuable in combating stereotypes in the schools. We recognize that this is a partial list, but hope that this will give you a basis for your own investigations.

Guttentag, Marcia and Helen Bray, Androgeny in the Schools, Harvard University, 1975. This is an interesting study of just what happens in the schools with respect to non-sexist education, and what intervention policies may be used to end stereotyping.

To obtain a copy write to the authors at: Graduate School of Education Harvard University, Cambridge, Mass, 02138

Stacey, Judith, Susan Bereaud and Joan Daniels, And Jill Came Tumbling After: Sexism in American Education, New York; Dell, 1974. \$1.75 paperback. An interesting and eye-opening book concerning sexist practices in the schools.

Brookline Public Schools, Sex-Role Stereotyping in the School: a handbook for teachers in the public schools of Brookline, Massachusetts by Margot Stern Strom and Iris Sue Feldman. An excellent guide for teachers and parents concerned with stereotyping in the schools. \$2.00 Obtain from: Dr. Jacqueline P. Clement, Assistant Superintendent of Schools, Town Hall, Brookline, Mass. 02146

Dick and Jane as Victims: Sex-Role Stereotyping In Children's Readers A classic study of the sex role socialization process in kiddy literature. To obtain write to: Women on Words and Images Box 2163, Princeton, N. J. 08541

Ahlum, Carol and Jacqueline M. Fralley, Feminist Resources for Schools and Colleges: A guide to curricula materials, The Clearing House on Women's Studies. The best overall resource we have seen to date for the schools. Obtain from: The Feminist Press, SUNY/College at Old Westbury, Box 334, Old Westbury, N. Y. 11568. \$1.25

Avoiding Stereotypes, A guide for the editors of Houghton Mifflin Co. Very thorough. Contact Public Relations, School Division, 2 Park St., Boston MA

Guideline for Equal Treatment of the Sexes, McGraw-Hill. One of the first guides for publishing houses with respect to stereotypes, excellent to use in the classroom and with discussion groups. Contact McGraw-Hill Book and Editorial Services, 330 W.42nd St., New York, NY 10036

A guide for the Evaluation of Instructional Materials under Chapter 622 Bureau of Equal Educational Opportunity Massachusetts Department of Education. An excellent "how to" guide for examining and rating schools under Chapter 622. Obtain from Bureau of Equal Educational Opportunity 182 Tremont St., Boston, MA 02111

Kaleidoscope 13, Spring 1975, Massachusetts Department of Education,
A collection of programs and courses in Massachusetts, augmenting
and supporting Chapter 622. For a copy write: KALEIDOSCOPE
Bureau of Curriculum Services, Department of Education 182 Tremont
Street, Boston MA 02111

Racism and Sexism Resources Center for Education, many valuable resources,
for information contact: 1841 Broadway, Room 30, New York, N. Y. 10023

Sex Discrimination in the Elementary Reading Program, report based on the
work of the Committee to Study Sex Discrimination in the Kalamazoo
Public School System, Michigan Women's Commission. A very important
and early study on stereotyping in readers. Contact: Michigan
Women's Organization, 230 North Washington, Lansing Michigan 48933

Sex-Role Stereotyping in the Schools: A National Educator's Association
Edupack, also contains Education for Survival-Final Report on Sex-
Role Stereotypes, a project of the NEA. #975-11500. A variety of
materials designed to help the consciousness of teachers with a few
curriculum aids. \$66.00. Contact NEA, Customer Service, 1201
Sixteenth Street, N. W. Washington, D. C. 20036

Frazier, Nancy and Myra Aadker, Sexism in School and Society, N. Y.:
Harper Row, 1973, \$2.95. An important well documented book about
the process of sex role stereotyping.

Today's Changing Roles: An Approach to Non-Sexist Teaching, Resource
Center on Sex Roles in Education. Suggested curricula materials for
all levels. Just one of many superior resources from the National
Foundation for the Improvement of Education. Contact Resource
Center on Sex Roles in Education, Suite 918/1156, Fifteenth St., N. W
Washington, D. C., 20005. \$1.25

Women in Education, Changing Sexist Practices in the Classroom, American
Federation of Teachers. \$1.00. An interesting collection of
articles detailing the position of women in education. Contact:
AFT AFL-CIO 1012 14th St., N. W., Washington, D. C. 20005

SOME SOURCEBOOKS FOR INFORMATION AND REFERRAL

Compiled by Andrea Levere

"Day Care Facts": Pamphlet 16-1973, available from Women's Bureau,
Employment Standards Administration, U. S. Department of Labor.

This pamphlet "Day Care Facts" was issued by the Women's Bureau with a dual purpose: review existing programs, public and private, and highlight the serious need for childcare. While it offers valuable information to all working women on the current status of child-care facilities, its political purpose-dramatizing the need for increased facilities- comes across just as clearly.

Directory of Massachusetts Legislators: Published by: Massachusetts State Labor Council AFL-CIO, 6 Beacon Street-Suite 720, Boston, MA 02108.

This Booklet contains the home addresses and telephone numbers, office phone numbers and locations in the State House, of the U. S. Senators and Congressmen and State Senators and Representatives. The directory also includes telephone numbers of administrative departments, divisions, and commissions of the government.

Equal Rights for Women in Education, March 1975: Available free from Education Commission of the States, 300 Lincoln Tower, 1860 Lincoln St., Denver, Colorado 80203

This publication offers an exhaustive content analysis of the four federal laws and one executive order eliminating discrimination in education: Title VII of the Civil Rights Act of 1964, amended by the equal Employment Opportunity Act of 1972; Equal Pay Act of 1963 as amended by Educational Amendments of 1972; Part II of Executive Order 11246 as amended by Executive Order 11375. These analyses are complemented by interpretive materials designed to implement the laws and the order. These federal materials are synthesized into a coherent topical outline set out in the federal statutory scheme, that indicates the areas that the legislation covers.

List of Committees of General Courts of Mass, 1975: Published by:
Causeway Print, Inc. 251 Causeway Street, Boston, MA

This guide lists memberships of all standing committees of the Senate and the House. Each Senator and Representative' committee memberships are cross-listed under their own names.

The New Woman's Survival Sourcebook: Available at any bookstore.

The New Woman's Survival Sourcebook describes the self-help resources available for and organized by women in order that they begin to gain control over their own lives. The Sourcebook is also an "inventory of the ideas of feminism", capturing the essence of the emerging female consciousness. It presents the fruits of a new women's culture" by cataloguing institutionalized services that depart from male norms, bringing a feminist perspective into our every day experiences.

Program Resources Directory-March 1975: Available from Boston Public Library, Boston, MA

The Program Resources Directory gives a sampling of resources, such as speakers, discussion leaders, audio-visual aids, exhibits, and pamphlets to aid program planners for diverse organization. Many agencies with state-wide or regional jurisdiction have been included; all entries were made only by approval from the listed organization.

A Survey of Research Concerns on Women's Issues: (by Arlene Daniels) Available from Project on the Status and Education of Women, Association of American Colleges, 1818 R. St., N. W., Washington D. C.

This guide presents an overall view of how women's research issues relate to each other and to the status of women in society. The purpose of this survey is to pinpoint issues with significant implications for those formulating educational and social policy and determining research priorities, placing them in the wider perspective necessary for a coherent program of study.

"There's a Way to Get Help" A guide for the Unemployed, published by United Way, 14 Somerset Street, Boston, MA 02108.

This booklet, issued by the United Way describes the services and programs designed to aid unemployed people in Massachusetts. It offers information and advice on referrals to receive services not available through the United Way.

The Woman's Guide to Amherst-Northampton, Fall 1973: Available from Women's Information Project c/o Everywoman's Center, 506 Goodell, University of Massachusetts, Amherst Mass. 01002

This Woman's Guide presents a listing of all the existing community services meeting the needs of women in the Amherst-Northampton area. Special care is taken to point out those services lacking in the area with the intent of mobilizing women to demand these services. The format of the guide closely follows that of the Women's Yellow Pages; the editors fully acknowledge their debt and the inspiration gained from the example set by the Boston Woman's Collective.

Women's Boston Almanac: Available from Women's Almanac, 1430 Mass. Ave., Cambridge, MA 02138.

The Boston Women's Almanac supplies women with practical information and specific articles as a means to sexual equality. The Almanac focuses on the subjects of women in education and law, with a metropolitan index of local activities. It also included departments that cover political, employment, consumer, and general lifestyle concerns affecting women's lives.

Women's Centers: Where Are They? Published by Project on the Status of Women, Association of Women's Colleges, 1818 R. St., N. W., Washington D. C.

This pamphlet offers a state-by-state listing of Women's Centers on both campuses and communities. The Project on the Status and Education of Women hopes this listing will foster communication between centers and indicate the tremendous diversity of current women's organizations.

The Women's List: The what and where of women's action groups in the greater Boston area. Available from Department of Women's Issues and Involvement WCVB-TV, 5 Needham Place, Needham, MA 02192.

This booklet offers a comprehensive listing of women's groups and organizations that "contribute to helping women become fully developed individuals in their own right". In keeping with this broad charge, the booklet spans areas from the arts, counseling, health, and education to politics, employment, legal aid, and money matters. Many listings include a brief description of the activities/purposes of the organizations.

Women's Yellow Pages: Published by Boston Women's Collective, 490 Beacon Street, Boston, MA 02115

The Women's Yellow Pages identifies sources that exist primarily to serve the needs of women. Through this comprehensive listing of sources, the Boston Women's Collective hopes to offer women the means to find agencies, organizations, and information necessary to meet all their needs, both in crisis and daily living. The Yellow Pages comprises the most complete and detailed collection of information for women in Boston.

